THE DYNAMICS OF OCCUPATIONAL ROLE STRESS AMONG MILLENNIAL MALES IN POWER SECTOR OF GUJARAT

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ABSTRACT

As per the record of American Psychological Association (2011), the significant stressors for millennial identified are money, work and housing dynamics. It was observed that, out of all the generations till now, millennial are the one who has experienced the stress, the most (Generation X comes to the next). On organization front, when any employee joins an organization, they are loaded with expectation and blurred set of roles and responsibilities. Slowly and gradually with the time the association between the employee and the employer is experienced as unsuccessful. The miserable encounters of numerous people have been recorded by research in both role theory and socialization (Kahn et al., 1964; French, 1974; Feldman, 1976).

KEYWORDS: Occupational Role Stress, Millennial Males, Power Sector, Married Men

INTRODUCTION

Complementing to the fact it is also being observed that with the change in the demographics of workforce (i.e. females working in professional front) there is an upshot in the count of stressors for males and females both. Till now the researchers were attracted to the adverse effects of stress on women physical and mental health. There is an important gap that needs to be fulfilled that on a parallel basis a compounding multiple role stressors hang around male employees also. In the research of Barnett, Marshall, & Singer, 1992; Franken- haeuser, Lundberg, & Chesney, 1991; Repetti, Matthews, & Waldron, 1989 the major focus was on women's health as there was less consideration of shift in men's role in the cumbersome and demanding domestic tasks. Though there is an observation in the study that by adopting the dual income lifestyle along with the increase in the self esteem and obtaining the self defined worth there is also an increase of stressors which are detrimental to mental well being of male and female both. Identity theory developed by Stryker (1968, 1980, 1987), and Mc Call and Simmons (1966) suggested a systematic approach to correlate gender, profession, domestic roles, stress and individual. Many times as an individual, they perceive the identity that can relate to them with the social structure that is pre defined but at the same time will define their own variation in identity due to difference in understanding. The roles which are predefined by the society were mostly based on the relevance factor. As a man, he is supposing to work outside the home to bring in the financial strength in the family. In the process even if he is not satisfied employee psychologically, his work and his sacrifice will be validated by his family and will be authenticating his masculinity. For female she needs to play the supportive and submissive part of the alliance wherein she is strengthening her significant male partner. This is one of the reasons the family dynamics get affected if the wife's occupational status in terms of position or financial status surpasses her husband. In conventional terms, the masculinity of the husband is at stake.

Many researches were done with the assumption that in order to study the stressors in male they need to investigate the professional life rather than the domestic role and in order to understand in case of female they need to find the relevant parental or family role rather than their professional role. This hypothesis was critically confronted by the studies like Barett, 1993; Rodin & Ickovics, 1990; Wethington & Kessler, 1989. It was concluded in the studies that, if there is an existence of any converging of social roles between the genders then the evaluation of the relation between their occupational role performance and their emotional health has to do more with their social position rather than the pre defined gender roles. For understanding the stressors with the inclusion of increasing gender diversity there should be proper assumption that male and female both need to enact in both occupational and domestic roles. They need to fulfill the demand and responsibilities of both the domains irrespective of the gender defined roles. Though there can be other impacting socio cultural aspects like education qualification of both the spouse, family set up, economic status, total number of children, tenure in organization etc and the family oriented variables like marital satisfaction, compatibility in thoughts with the spouse, compatibility with the professional demands of spouse etc.

The prime reason for the research is multiple researches are done with the focus on interrole conflict of married females ((Beutell and Greenhaus, 1983; Hall, 1975; Steffy and Ashbaugh, 1986), working mothers (Suchet and Barling, 1986), working fathers (Barling, 1986). Few researches are done on dual career couples, with their role expectation and conflict (Lewis and Cooper, 1987). Therefore, it seems to be in requirement that, a study which explores the dynamics or stressors which are existing in personal and professional domain for dual career couples. A research which can explore the inter role, inter domain and inter career linkage of the stressors for the millennial males who are a partner in dual career couple. The target sector of the research is power sector of Gujarat as there are many dynamics in the professional life of the employees. There is a high quotient of stress in the sector as there is an evidence of long working hours, competing and demanding work and also handling the personal dynamics of dual career marriage status.

METHODOLOGY

Population

In this research we have explored the millennial males who are working full time in the power sector of Gujarat. The inclusion criteria for the sample was

- Gender: Male

- Age: Should be born after 1980

- Marital Status: Married

- Employability: Working as full time profession

- Spouse Employability: Employed as full time profession

Instrument

For the research, we have used Occupational Role Stress (ORS) scale was prepared by Udai Pareekh (1993) to check the occupational role stress of the employees. The organizational role stress scale (ORS) consists of 50 questions, which are further segmented to measure 10 role stresses: inter role distance, role stagnation, role expectation conflict, role erosion, role isolation, role overload, personal inadequacy, self role distance, role ambiguity and role inadequacy.

Survey

For the study 1000 questionnaire were distributed. The questionnaire was circulated by approaching them through mail and sending them Google doc and through hard copy if the net facility is not available. Out of 1000, total 800 responses were received. 52 out of them were rejected as they were partially filled. The respondents were approached after taking the organizational approval. Each organization's HR officer was contacted. There was also snowball approach to find similar respondents form the similar sector. The data collected was through the standard questionnaires. The information was gathered with no biasness, and the respondent addressed honestly. The respondents were well informed about the research and its purpose before they consented to fill the survey.

Research Analysis

The survey was conducted through the Likert scale measurement, which range from 0-4. Through the KMO test conducted on the sample we can check the adequacy of the sample collected for the factor analysis.

Table 1: Kaiser-Meyer-Olkin Test on Sample Adequacy

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.864
Bartlett's Test of Sphericity	Approx. Chi-Square	6076.053
	df	45
	Sig.	0.000

Here the value of KMO measure of sample adequacy was found to be 0.864, which is higher than the required minimum 0.6. This confirms that, the sample collected for the execution of organizational role stress for millennial males in power and textile sector is adequate.

In addition to it, Bartlett's test of sphericity was also used and its p-value was found to be statistically significant. This indicates that, the correlation matrix poses significant information and the sample is fulfilling the minimum requirement for factor analysis.

The communality test is explains the contribution of variance of the variable that can be explained by each factors

Table 2: Communality Table for ORS

Communalities		
	Initial	Extraction
IRD	1.000	0.734
RS	1.000	0.926
REC	1.000	0.913
RE	1.000	0.899
RO	1.000	0.870
RI	1.000	0.878
PI	1.000	0.821
SRD	1.000	0.955
RA	1.000	0.948
RIN	1.000	0.964
Extraction Method: Principal Component Analysis.		

The communalities table was computed with respect to IRD, RS, REC, RE, RO, RI, PI, SRD, RA, RIN. The results show that all the factors have more than 0.50 extractions which show the suitability of the factor and they are converging together for ORS.

Further proceeding with the factor analysis, the extraction method and rotated matrix component method is adopted to reduce the factors involved in Occupational Role Stress and focuses to identify the minimum number of significant factors that can lead to the relation between the required variables. The factor analysis is also used to understand the components which can create maximum impact. The below two tables are showing the total variance explained by all the components of ORS to the parent component and rotated component matrix identifies the significant one.

Table 3: Extraction Method: Principal Component Analysis

	Total Variance Explained								
	Initial Eigenvalues			**Extraction Sums of Squared Loadings**			**Rotation Sums of Squared Loadings**		
Component	**Total**	**% of Variance**	**Cumulative %**	**Total**	**% of Variance**	**Cumulative %**	**Total**	**% of Variance**	**Cumulative %**
1	9.140	91.399	91.399	9.140	91.399	91.399	4.919	49.189	49.189
2	.464	4.642	96.041	.464	4.642	96.041	3.496	34.957	84.146
3	.172	1.716	97.757	.172	1.716	97.757	1.078	10.778	94.924
4	.087	.866	98.623	.087	.866	98.623	.269	2.687	97.611
5	.049	.492	99.115	.049	.492	99.115	.104	1.038	98.649
6	.029	.286	99.401	.029	.286	99.401	.038	.378	99.028
7	.024	.239	99.640	.024	.239	99.640	.037	.367	99.395
8	.015	.149	99.789	.015	.149	99.789	.024	.236	99.631
9	.012	.118	99.907	.012	.118	99.907	.022	.218	99.849
10	.009	.093	100.000	.009	.093	100.000	.015	.151	100.000

The above table explains the total variance in the organizational role stress as accounted by its sub components. It can be observed that the first component causes 91% of the variation in ORS, second component causes 4% and the third component causes 1.7% variation. Cumulatively they cause 97% variation in ORS which proves that they are vital for the study.

Table 4: Rotated Component Matrix of ORS

Rotated Component Matrix[a]										
	Component									
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
IRD	.374	.901	.188	.110	.011	.008	.027	-.019	.016	.010
RS	.629	.658	.295	.138	.250	.029	.025	.019	.010	.006
REC	.701	.665	.189	.027	.081	.025	.010	.147	.005	.012
RE	.809	.377	.376	.166	.085	.008	.166	.008	.013	.011
RO	.446	.686	.563	.104	.044	.007	-.009	.019	-.010	.008
RI	.660	.613	.364	.138	.061	.183	.004	.015	.014	.005
PI	.894	.419	.120	.034	.009	.020	-.077	-.001	-.060	-.023
SRD	.731	.492	.296	.363	.045	.025	.013	.003	.006	-.003
RA	.816	.421	.366	.047	.038	.037	.024	.006	.131	-.008
RIN	.777	.475	.303	.211	.135	.015	.028	.022	-.009	.118
Extraction Method: Principal Component Analysis.										
Rotation Method: Varimax with Kaiser Normalization.										
a. Rotation converged in 8 iterations.										

The table of rotated component matrix helps in the identification of indicators of Occupational role stress in the order of their relevance in the current study. As can be observed in the table above the first component which has the highest factor loading of 0.894 is "**Personal Inadequacy**".

The second component is "**Inter Role Distance**" which has the loading factor of 0.901 and the third component "**Role Overload**" which has the loading factor of 0.563.

As per the descriptive statistics of the stressors we can observe, the highest mean value of role overload is 2.29, implying that employees are subject to this dimension the most. The highest standard deviation value of personal inadequacy is 0.0657, indicating that some groups experience more necessity of the required skills and knowledge as per the profile more than others.

Table 5

	Mean	Standard Deviation	Number of respondents	Rank
Descriptive Statistics- Textile				
ORS	**1.834225**	**0.053057**	**748**	
IRD	1.95615	0.047331	748	4
RS	1.758289	0.046976	748	6
REC	1.583957	0.049444	748	8
RE	1.612834	0.053911	748	7
RO	**2.290909**	0.059248	748	1
RI	2.047059	0.064519	748	3
PI	1.436364	**0.065721**	748	10
SRD	2.269519	0.054136	748	2
RA	1.481283	0.056043	748	9
RIN	1.905882	0.05923	748	5

The graphical representation of the data showcase that **self role distance** has the highest inclination (16+33) 49%
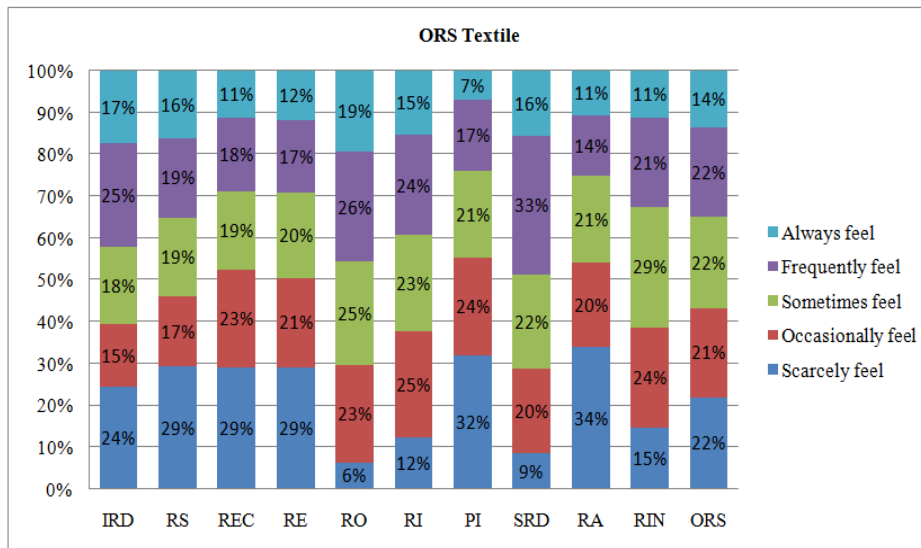

Figure 1

FINDINGS AND CONCLUSIONS

The study has reduced the stressors which are directly affecting the millennial males of the power sector of Gujarat. Through the factor analysis the calculation boiled down to three factors which were having the maximum impact on the stress of the population, Personal Inadequacy, Inter Role Distance and Role Overload.

With this concluding observation, we analyze that the internal feeling of inadequacy, the gap between the reality and expectation of the job description and the condition in which there is an insufficient time given in which a person is expected to carry all the role functions can lead to role stress in millennial males. The motivation in terms of confrontation, autonomy and proactive is given much more importance in creating an impactful and compatible organization culture for millennial.

The millennial are labeled as futuristic, conscious and progressive generation till date. As per the report of the millennial employees feel that there are multiple occasions wherein the urge to improve self on the basis of skill set, knowledge continuously give them the pus to enhance themselves. They always have the feeling the personal inadequacy which gives them to option to create their competitive edge which can be globally recognized.

In the age of technology the exposure towards the updated reality of market expectation keep the millennial in loop with the current happenings. They are aware that the status of their talent required towards the job and the expectation of the organization towards their contribution in their job. Many times this creates a conflict in expectancy of both the parties which creates the distance reality and the expectation of the job description.

Nowadays the employees are into multi taking that they might end up with insufficient time to complete all task in the prescribed time. With an increase in stressors in organizational life – longer work hours, cutting back, no job security, role overload, and role ambiguity – there has been an increase in anxiety and depression. This generation does not like ambiguity and risk – they seek out direction and clarity from employers and become anxious when they don't receive it. However, it is often difficult for employers to quantify things the way this young generation wants them to (Business Week, 2007)

In the descriptive statistics we can observe that role overload has observed the highest mean and personal inadequacy is observing the widest range of standard deviation.

From the above analysis it can be inferred that the excessive expectation from the employee from his role contributes towards the positive presence of occupational role stress. With the work dynamics of power and textile, the technology plays a very important role. The updation of skill and knowledge and the compatibility with the machines is always the requirement of the organization. With the growing expectation on the employees, the stressor of "role overload" creates the major existence in occupational role stress in both the sectors. Given the urge to learn new things which is one of the dominant characteristics of millennial, there is always a sense of personal inadequacy which creates the diverse responses.

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