

## **Work Stress among Library professionals in General – A Study**

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**Abstract:-** A study is conducted to identify the work stress among library professionals in general employed in various institutions in and around India. A questionnaire was distributed to the library professionals in general, which consists of demographic details, physical and psychological effects, causes, comfort strategy to adopt, and how they exposed, in their work place. It is found that the frequency of age group of respondents in respect of this research study is tabulated. Out of 19 respondents, the maximum number of respondents is pertaining to the age group in between 30-39 years by attaining the percentage of 52.63%. It is highlighted that 78.94% of respondents are Grade-I Librarians. This study highlights the result that maximum numbers of library professionals are experiencing the stress factor C, A, C, A, B. These factors are explained in this study.

**Keywords:-** Work stress - Work related stress - Causes of work Stress – Comfort Strategy for stress.

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### **I. INTRODUCTION**

Stress is your body's way of responding to any kind of demand. It can be caused by both good and bad experiences. When people feel stressed by something going on around them, their bodies react by releasing chemicals into the blood. These chemicals give people more energy and strength, which can be a good thing if their stress is caused by physical danger. But this can also be a bad thing, if their stress is in response to something emotional and there is no outlet for this extra energy and strength. This class is conducted to identify the basic level of on library professionals employed in various institutions in Tamilnadu.

### **II. WORK STRESS**

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 well being 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 company. 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

### **III. REVIEW OF LITERATURE**

**Helge Hoel, Dieter Zapf, Cary L Cooper (2002)**<sup>1</sup>, author discussed in this chapter explores the relationship between workplace bullying and occupational stress. Attention is also paid to the relationship between bullying and the coping process. It is concluded that, providing sufficient evidence to suggest that bullying is an important psychosocial hazard in the workplace with very substantial negative implications for individuals and organizations alike. Some methodological concerns are discussed and implications for future research highlighted.

**Neal M Ashkanasy, Claire E Ashton-James, Peter J Jordan (2003)**<sup>2</sup>, author identifies the stress in organizational settings and, based on a model of job insecurity and emotional intelligence. The paper concludes with a discussion of the implications of these theoretical developments for understanding emotional and behavioral responses to workplace.

**Anna Shuttleworth, (2004)**<sup>3</sup>, The Author highlighted in his article about how training can have a positive impact on tackling stress in the workplace, helping employees become more resilient towards stress, and enabling them to tackle the root causes of any problems. It highlights the importance of providing additional training for manage their own stress levels.

**Anne Stevenson, Sarah Harper, (2006)<sup>4</sup>**, This paper investigate the possible effects of workplace stress in academics on the student learning experience, *Findings* – Stress can be seen to impact both negatively and positively on the student learning experience. Its very much close to the library because students are major part of user group.

**Elisa F. Topper, (2007)<sup>5</sup>** Author described in the article about aims to help people understand the impact that stress has on library employees and the library as an organization. And the author *Finds*– the Library workers are under stress and the library as an organization needs to provide training in how to deal with this issue. Strategies for reducing stress are outlined.

**Liz Farler, Judith Broady-Preston, (2012)<sup>6</sup>**, described about the results of a case study conducted in 2008/2009 investigating workplace stress in a further education college library service. This study shows that positive stress may motivate librarians to engage actively with students and thus create job satisfaction. Negative stress may be managed by measures such as zoning and flexible governance.

#### IV. OBJECTIVE OF THE STUDY

To study and identify the personal and organizational details of library professionals in general.

1. To study, the Causes and Effect factor of Stress existing with the library professionals.
2. To identify, Are they feel the stress and what strategy to adopt comfort the stress in their workplace

#### V. METHODOLOGY

This study focuses on the work stress faced by the library professionals in their daily routine work in around India. In this study, author has received the respond from Nigerian library Professional also. The professionals are designated into the different categories as Librarian, Assistant Librarian, etc. The questionnaire was designed with different questions on the basis of variables such as personal variable, organizational variable, in connection with this study. About 19 questionnaires were collected out of 20 questionnaires; the total respondent is (95%) as samples for this research study.

##### 1. STATISTICAL ANALYSIS

The Collected data were represented in the form of tables, pie diagrams, & bar charts etc. Further the frequency of data are also analyzed and studied with their related Work stress involved in the particular field of study.

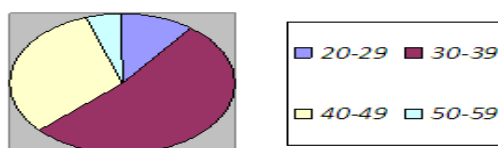
##### 2. DATA ANALYSIS AND INTERPRETATION & RESULTS

**Table 1: Personal Demographics of Respondents (Age Wise)**

S.No	Age group of respondent	Total no of respondents	Percentage of responses
1	20 - 29	2	10.53%
2	30 - 39	10	52.63%
3	40 - 49	6	31.57%
4	50 - 59	1	5.27%
	<b>Total</b>	<b>19</b>	<b>100.00%</b>

It is observed from the above table that the frequency of age group of respondents in respect of this research study is tabulated. Out of 19 respondents, the maximum number of respondents is pertaining to the age group in between 30-39 years by attaining the percentage of 52.63% and the minimum number of respondents is pertaining to the age group of 50-59 years scoring 5.27%. The remaining other two age groups of 20-29 years and 40-49 years have reached the percentage of 10.53% and 31.57% respectively.

**FIGURE -1**

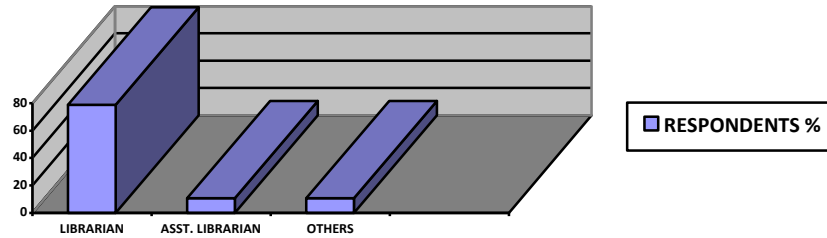


**Table 2: Personal Demographics of Respondents (Rank Wise)**

S.No	RANK/POST	No. of respondents	Percentage of respondents
1	LIBRARIAN	15	78.94%
2	ASST. LIBRARIAN	2	10.53%
3	OTHER	2	10.53%
	<b>Total</b>	<b>19</b>	<b>100.00%</b>

From the above table, it is highlighted that **78.94%** of respondents are Grade-I Librarians and **10.53%**. Respondent are working as Asst. Librarians in various academic institution libraries and the other category ranks in library professionals are **10.53%**.

**FIGURE- 2**



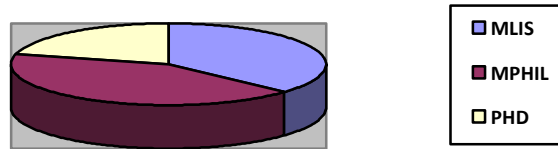
**Table 3: Personal Demographics of Respondents (Qualification Wise)**

**TABLE-3**

S.No	Qualifications	No. of respondents	Percentage of respondents
1	MLIS/MSC	7	36.85%
2	MPHIL	8	42.10%
3	PHD	4	21.05%

From the above table, it is highlighted that **36.85%** of respondents have completed their MLIS course and **42.10%** have finished their Master of Philosophy in Library and Information Science. And **21.05%** of respondents have finished their PhD.

**FIGURE- 3**



**RESPONDENTS FOR WORK STRESS (General)**

**TABLE- 4**

**Question No: 1.**

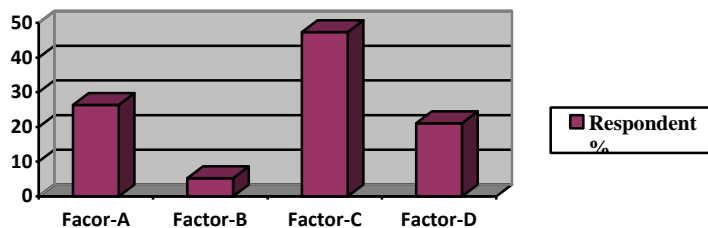
**What are the factors causing you stress:**

S.No	Causes of Stress	No. of Respondents	Percentage of respondents
A	Working in changed Technology growth circumstances	5	26.33%
B	Experiencing Job Insecurity	1	5.26%
C	Working with a disagreeable and un-cooperative Employer	9	47.36%
D	Too much Responsibility with secondary duties. And heavy workload	4	21.05%
	Total	19	100%

Table.4 described the personal experience of the library professionals in general about the work Stress in their respective work places. The library professional responded the first question that the cause factor of stress. Most of the library professionals are responded positively on factor C (47.36%), and Low response on factor B (5.26%), the second highest respond is on factor A (26.33%) and the third highest respond is on factor D (21.05). This table highlights the result that maxim numbers of library professionals are suffering from the factor C (47.36%).

**FIGURE- 4**

**CAUSE FACTOR OF STRESS**



**Table-5**

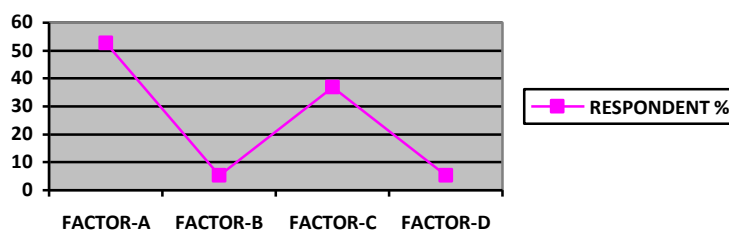
**Question No: 2.**

**What do you think the Effect of stress on:**

S.No	Effect of Stress on	No. of Respondents	Percentage of respondents
A	Mentally	10	52.63%
B	Physically	1	5.26%
C	Both	7	36.84%
D	None of this	1	5.27%
	Total	19	100%

Table.5 depicts the personal opinion of the library professionals in general about the Effects of Stress in their respective work places. They responded this question the effect factor of stress. Most of the library professionals are responded positively on factor A (52.63%), the second highest respond effect factor is on C (38.88%) and the lowest respond is on effect factor has shared by B & D (5.26) respectively. This table explains the result that maxim numbers of library professionals are suffering from the stress effect factor A (52.63%).

**FIGURE- 5  
EFFECT FACTOR OF STRESS**



**Table-6**

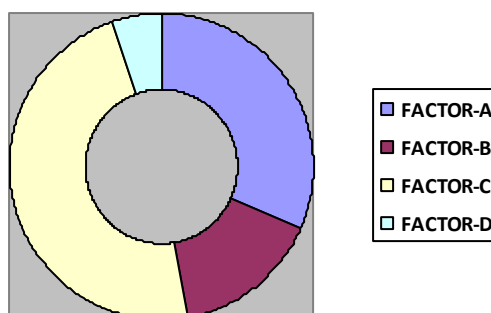
**Question No: 3**

**How do you recognize that you are stressed?**

S.No	Recognizing factor of stress	No. of Respondents	Percentage of respondents
A	Over-react and get frustrated with people	6	31.58%
B	Argue	3	15.78%
C	Feel miserable and dull	9	47.38%
D	Lose your control	1	5.26%
	Total	19	100%

Table.6 portrays the respondents' opinion about the Recognizing factor for Stress in their respective work places. Most of the library professionals are responded positively on factor C (47.38%), and Low response on factor D (5.26%), the second highest respond recognizing factor is on A (31.58%) and the third highest respond is on factor B (15.78%). This table depicts the result that maxim numbers of library professionals are recognizing the stress on the factor C (47.38%).

**FIGURE- 6  
RECOGNIZING FACTOR OF STRESS**



**Table-7**

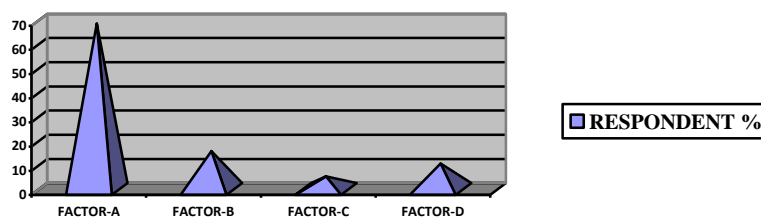
**Question No: 4**

**What strategy do you adopt to comfort yourself when you are stressed?**

S.No	Comfort strategy for stress	No. of Respondents	Percentage of respondents
A	Think a lot	13	68.42%
B	Engage in delaying of work	3	15.78%
C	Get angry, cry and give up	1	5.27%
D	Withdraw from work of interest	2	10.53%
	Total	19	100%

Table.7 explains the respondents’ opinion about the Comfort strategy for stress in their respective work places. Most of the library professionals are responded positively on factor A (68.42%), and Lowest response on factor C (5.27%), the second highest respond shared by factor B and D (15.78%) and the second lowest respond by the library professional is on the factor D (10.53%). This table highlights the result that maxim numbers of library professionals are experiencing the Comfort strategy for stress adopted on factor A (68.42%).

**FIGURE- 7  
COMFORT STRATEGY FOR STRESS**



**Table-8**

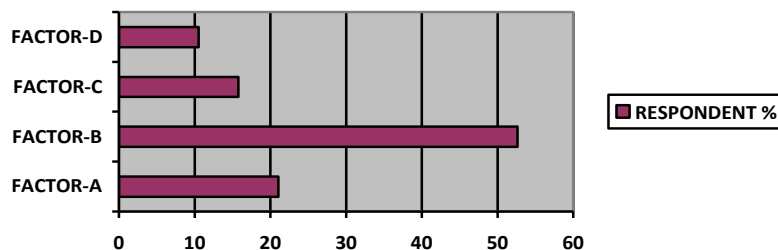
**Question No: 5**

**At work I am exposed to:**

S.No	At work I am exposed to	No. of Respondents	Percentage of respondents
A	Personal Isolation	4	21.05%
B	Lack of Manpower	10	52.63%
C	Lack of Technical skill	3	15.79%
D	Cadre, Seniority problems	2	10.53%
	Total	19	100%

Table.8 provides the respondents’ opinion about how much they exposed in their respective work places. Most of the library professionals are responded positively on factor B (52.63%), and lowest response is on factor D (10.53%), the second highest respond is factor A with (21.05%). The their highest respond by the library professional is on factor C (15.79%) This table describes the result that maxim numbers of library professionals are exposed in the work place for stress on factor B (52.63%).

**FIGURE- 8  
AT WORK I AM EXPOSED TO:**



**VI. RESULTS**

This paper studied the effect, causes, and strategy adopted for work related stress among library professionals in general of various institutions in and around India. It is found that respondents have clearly confirmed the cause factor, effect factor, recognizing factor, strategy to adopt for stress and how they exposed in their respective work place; it’s also shown in the tabulation and diagrams. The result factors are (C, A, C, A, B) confirmed that they have work related stress and physical symptom; further the study revealed that respondents are carrying out their activities with stress.

## VII. RECOMMENDATIONS

Work Stress can be minimized by coping strategies such as integrating new skills into professional responsibility, effective communication within the environment, giving close attention to physical health, acquiring technological skills continuously and thereby lead to increased feelings of confidence and competence, attending yoga classes and doing regular exercises to reduce stress.

## VIII. CONCLUSION

In conclusion, stress is not an illness in itself, but rather the term given to a maladaptive response to pressure. Thus the word stress may be used as an umbrella term covering all of an employee's physical and emotional problems. Despite their steadfastly conservative image, there is no reason to suppose that librarians are less susceptible to such problems than other professionals. Of course all librarians and information workers suffer temporary frustrations at work; in order to take stress – seriously; therefore, these problems must have been encountered over a period of time 2009 Health Advocate, Inc,

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## FOOTNOTES

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