

SANTOSAM PARAM SUKHAM : THE MODERATOR OF STRESS

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In the present paper an attempt is made to highlight the various positive points or optimistic orientation or satisfaction on experience of stress among the middle class worker. The sample comprised 100 Grade II state govt. employee of Bhojpur district, who were administered occupational stress scale and life orientation scale. 25 subjects were asked to see the thing in keepings in mind ' Santosh or satisfaction as the best way to manage stress. Santosham means that the person should believe and satisfy in few. Because there are many persons who have nothing. Thus one should see our demands on that way. Eight session to Ten session training in a month were given to these group But no training was given to the control group. After one month their life orientations was measured again. The results show that those workers who had been training for changing their attitudes were feeling very few stress than those who had not received such facility. Thus it shows that changing of attitude i.e. Santosham Param Sukham or satisfaction has moderating effect on feeling of stress and strain. This is the reason that the great thinkers of Indian Society believe in Santosham Param Sukham.

Stress has become an unavoidable component of life style because of the continuous increasing complexities, competitiveness and hardened efforts to adjust with the changing events. Stress has also been viewed as psycho- social demands leading to personal strain (Holmes and Rahe, 1967), a response to demands made upon the organism (Selye, H. 1956) and as an interaction between person and environment (Lazarus, 1966).

In Gita major aspects of stress of life situation have been scientifically presented as related to cognitive structuring, threat, emotional - involvement, organic reaction and coping activities. Thus the concept of stress in Indian thoughts emphasis's cognitive process more than the western

model of stress. Ramchandra Rao (1983a) says that a scientific model of stress has been provided by a 'Yoga-sutra' which relies on the cognitive assessment of self, the object and the threat. According to him functional frame work for the conceptual model of stress can also be found in ' Sankhya-yoga' system, Vedant and Budhism.

According to French (1982) work related stress refers to any characteristics of the job environment, which posses a threat to the individual either excessive demand or insufficient supplies to meet his needs.

Mc. Grath (1976) identified six classes of stressors in an organizational setting: task-based, role-based, intiinsic to the behavior setting, stress arising from physical

environment, stress arising from the social environment and stress within the person system.

Several work related factors have been found to have significant relation with work stress for example -Natha (1980) found that role conflict is experienced more frequently at middle management level than that at the lower management level.

R. W. Clark (1992) also found that the largest percentage of directors were feeling high overload and role responsibility and indicating high stress level.

Narayan and Venkatachalan (1979) found the organizational stress and work motivation to be negatively related. Pestonjee and V.B. Singh (1982) found that be overall indices of role stress are negatively associated with all the dimensions of job satisfaction with the exception of the social relations aspect of job satisfaction.

Negative attitude towards work has also been found one of the significant contributors of stress (Lazaxns and Folkman, 1984).

Researches have been done to assess the role of moderating variation on stress strain relationship and a number of factors including - role of social support, personality type, locus of control, high order needs, job attitude etc. were found.

Besides, different coping strategies have been found to be adopted for reducing and modifying role stress and strain relationship, for example - task-oriented and difference-oriented coping strategies. Emotion focused and problem focused coping strategies.

Perhaps little research work has been done to assess the modifying role of

satisfaction i.e. 'Santosham Param Sukham' is stress-strain relationship. Gil et al (1990) found the patient who reported more pessimistic thoughts during flare-ups of pain also reported more severe pain and distress.

Reachers to date shows only correlation links between satisfaction and stress and consequent illness. Perhaps satisfaction orientation i.e. perceiving the sweat box as half filled than half empty reduce the severity of felt strain and stress. Present study was conducted with a view to examine the moderating role of satisfaction in strain-stress relationship. It was hypothesized that development of satisfaction orientation that is altering one attitude from negative to positive minimize filling of stress.

Method

Sample - The sample comprised 100 grade II Bihar Govt. employees randomly selected from Ara District for different offices like collectriate, block, S.D.O., education, agriculture, police offices etc. Their age ranged between 38 to 55 years.

Research Tool - Job stress scale developed by the Roy, Sinha and Kumar in (2003) comprising variables such as role ambiguity, role conflict, work overload, responsibility, role insufficiency and interpersonal relationship was used. The internal consistency reliability of the scale was found to be 0.79 and test retest reliability 0.68. The validity coefficient was found to be 0.57. The scale comprised 25 items and responses were obtained on 5 point scale.

Job strain was also measured through an interview schedule made by the authors comprising items related to manifestations of physical, psycho- logical & behavioral symptoms.

Life orientation scale developed by Roy, Sinha and Kumar (2003) was administered for measuring level of satisfaction among subjects. This scale was also reliable and valid.

On the basis of their scores 25% such subjects were selected who scored high on job stress scale and low on satisfaction scale. Thus a group of 25 subjects were selected as experimental group while 75 were called as control group. The experimental group were given two session of 20 minutes per week for one month for seeing the job events in positive (satisfaction) way i.e. seeing a sweat

box or sweat packet as half filled rather seeing it as half empty. They were also instructed to expect better condition in future. After completion of one month their filling of job stress and strain were again measured and compared.

Result and Discussion

Mean stress and strain score of subjects behaving to control group and experimental group were compared before and after the introduction of positive orientation. The results were are presented in table 1 & 2.:

Table 1 - Comparison of Mean - Job Stress and Strain scores of control and experimental subjects (Before treatment)

Group	N	Job- Stress		t-ratio	Job-Strain		t-ratio
		Mean	SD		Mean	SD	
Controlled	75	70.68	13.08	3.27*	14.78	5.98	4.18*
Experimental	25	80.94	14.99		26.01	6.98	

* Significant beyond .01 level of confidence

It is evident from the table that the subjects of experimental group had significantly higher mean job stress and strain scores than the controlled group. This was done to identify the subjects from high job stress and strain symptoms.

The subject of experimental group were given Training for changing their

orientation from negative to positive direction and to consider the situation as changing in near future from worst to the best. All together 8 to 10 sessions were, given to the subjects. Control group was not given such training. After one month job stress and strain scores of both group of subjects were compared through t-ratio as presented in table 2.

Table 2 - Comparison of Mean - Job Stress and Strain scores of subjects measured before and after Santosham Param Sukham training.

Group	N		Condition - I		Condition - II		r	t-ratio	P-value
			Mean	SD	Mean	SD			
Controlled	75	Job Stress	70.68	13.08	69.12	12.99	0.70	1.71	NS
		Job Strain	14.78	5.98	13.61	5.10	0.51	1.90	NS
Experimental	25	Job Stress	80.94	14.99	60.98	11.88	0.68	5.54	<.01
		Job Strain	26.01	6.98	12.97	3.01	0.65	4.40	<.01

These finding clearly indicate the fact that positive/satisfaction training had significantly moderated the feeling of job stress and strain. The reason behind aforesaid findings might be that satisfaction changes the cognitive style of the individual in positive direction and make people more tolerant. It also develop patience. It is why that person or group having high level of satisfaction have lower stress and strain in different life situation.

Thus it can be said that Santosham Param Sukham is the best way to minimize Stress and Strain.

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