

# STRESS MANAGEMENT AND VALUES: A COMPARATIVE STUDY OF DIFFERENT INTERVENTION TECHNIQUES

## Author

Anjum Mahdi

## Supervisor

Prof. Mohd. Shafiq  
Dept of Psychology  
Jamia Millia Islamia

Lives of Uniform Personnel (military, para-military and police) are perceived to be most stressful when we compare with civil lives. It is an entirely different life with varieties of stressors. The term stress has been derived from the Latin word "stringer" which means to draw tight. The term was used to refer to hardship, strain, adversity or affliction. Allen, Hitt, and Green (1982) have defined "Occupational stress as disruption in individuals psychological or/and physiological homeostasis that force them to deviate from normal functioning in interaction with their jobs and work environment."

To eminent biologist Huxley (1947) values though emerge from evolutionary process (i.e. in born) but play an active part in the later phase for self improvement and actualization. Values are, therefore, individual's needs represented in a socially acceptable form. Rokeach (1973) has defined a value as being "an enduring belief that a specific mode of conduct or end state of existence is preferable over any other specific mode of conduct or end-state of existence."

Literature was reviewed particularly to the studies pertaining to stress management.

## Objectives of the Study

To determine the main and interactional effect of type of organisation, nature of work (Supervisors and Workers), and the intervention techniques (Medication and Non Medication) on the degree of stress in before situation.

To determine the main and interactional effect of type of organisation, nature of work (Supervisors and Workers), and the intervention strategies (Medication and Non Medication) on the degree of stress in the after situation i.e. after the application of intervention strategies.

To determine the significant differences in the degree of stress with respect to type of organisation, nature of work and intervention strategies between the before and after situations

To determine the significant differences in the degree of stress among the subjects belonging to three different organisations (Air Force, Police and CRPF) both in before and after situations, as well as the differences between the *two* situations.

To determine the significant differences for the degree of the stress between Medication (Unani and Ayurveda) and Non Medication (Yoga and spiritualism) both in before and

after situations i.e. after the application of intervention strategies.

To determine the significant difference in the degree of stress between supervisors and workers in before and after situations.

To determine the significant differences in the pattern of seven values between supervisors and workers using Medication (Unani and Ayurveda) and Non-Medication (Yoga and spiritualism) as intervention strategies

To determine the significant differences in the pattern of seven values between supervisors and workers hailing from three different organisations (Air Force, Civil Police and Para Military).

To determine the extent of relationship among different values of the whole sample.

### **Design of the study**

AxBxC factorial design was followed for the purpose of data collection as well as for its analysis though the data was collected in two phases.

### **Tools Used**

For measuring occupational stress the modified form of Srivastava and Singh (1981) scale was used. Whereas for measuring values the scale of Diwedi (1978) was used.

**Sample:** A purposive sample of 240 subjects representing three different organisation (Air Force, Police and CRPF) was comprising of both workers and supervisors where each comparison groups had 30 subjects.

**Statistical Analysis:** ANOVA, Duncan test, t-Test and Pearson,

Correlation techniques were used for the analysis of data in accordance to the objectives.

### **Main results of the study**

The significant results observed in accordance to the objectives of the study for which discussion was advanced as follows:

The main effect of organization has a significant effect, on the degree of stress. The interactions between the type of organizations and the type of workers as well as between the organization and intervention techniques also have a significant effect on stress. (cf. table 1)

There is a significant effect of the type of organization and intervention technique on the degree of stress. Likewise the interaction effect between the organization and the intervention techniques had the significant effects on the degree of stress in the after situation. (cf. table 2)

There is a significant difference for the application of medication and non-medication techniques in the degree of stress between before and after situations. (d. table 3)

Subjects belonging to the three different organizations are highly significantly difference in "the degree of stress in before situations as well as in the after ;situation. (d. table 4)

There is a significant difference between the application of medication and non-medication techniques for managing the stress. Moreover there is also a significant difference both in before and after situations for the application, of techniques to manage stress. (d. table 5)

Supervisors and workers belonging to Air Force are significantly different in religious and moral values. ( d. table 25)

Supervisors and workers belonging to CRPF are significantly different in religious and moral values. ( d. table 27)

The significant results were discussed in the light of operational definitions of the different variables taken for the study as well as the meaning of the concepts of various factors included in the present investigation. It was, thus, concluded that subjects belonging to three different organisations vary in the magnitude in the stress. And the intervention technique of medication and non medication helped in the reduction of stress where non medication had an edged over medication. Even in non-medication techniques yoga was more powerful than spiritualism. Among the values only religious and moral values were significantly different from the supervisors and, workers of the subject belonging to Air Force and CRPF. The majority of correlation between different values showed inverse relationship. Results were discussed in the light of operational definitions of the variables of the study and the environmental conditions of all the three organisations.