

Comparing of job satisfaction due to coping of stress in government and private sector

Shivani Singhvi¹, Dr. Shikha Sharma²

¹MSc. Clinical Psychology Student, Department of Psychiatry, Geetanjali Medical College & Hospital, Udaipur, Rajasthan, India.

²Assistant Professor, Clinical Psychology, Department of psychiatry, Geetanjali Medical College & Hospital, Udaipur, Rajasthan, India

DOI: 10.29322/IJSRP.10.01.2020.p9717

<http://dx.doi.org/10.29322/IJSRP.10.01.2020.p9717>

Abstract- The present study is an attempt to examine the stress coping over job satisfaction in government and private sector.

Background: The rising prevalence of job dissatisfaction is due to stress in satisfaction of job and here we are measuring how much a person have stress coping in private and government sector over job satisfaction. **Sample:** A purposive sample of 60 teachers from Udaipur Rajasthan in which 30 are from government sector and remaining 30 are from private sector. **Research design :** Two group survey research design, **Tools :** Teachers job satisfaction scale (TJSS) was used to assess the level of job satisfaction and stress coping resource inventory: a self assessment was used to assess the level of coping of stress. **Result :** The positive correlation has been found between level of stress coping and level of job satisfaction in both government and private sector teaching professionals which is highly correlated, as the coping of stress increases, the level of job satisfaction also increases. Another finding is that Result shows not identifiable difference in correlation of level of job satisfaction among government and private sector working professionals. There is same job satisfaction in both sectors (government and private sector) the difference is not found significant. **Conclusion:** the study found that level of coping of stress affect the level of job satisfaction in both government and private sector. This study is not significant in the second hypothesis that there is identifiable difference in job satisfaction of government and private sector, this proves that there is no difference in the job satisfaction in both the sectors (government and private sector)

Index Terms- Private sector (PS), Government sector (GS), Teachers job satisfaction scale (TJSS), Coping of stress (COS)

I. SIGNIFICANT OF THE STUDY

Coping is defined as the thoughts and behaviors used to manage the internal and external demands of situations that are appraised as stressful (Folk man & Moskowitz, 2004; Taylor & Stanton, 2007)

Stress is a negative emotional experience accompanied by predictable biochemical, physiological, cognitive and behavioral changes that are directed either toward altering the stressful event or accommodating to its effects.

A job is a collection of tasks that can be performed by a single employee to contribute to the production of some product or service provided by the organization. **By: Herbert G Hereman**

job satisfaction is favorableness towards job and the persons satisfaction with their home and community life. But this definition is not correct because there are so many people are not happy with their work life but they are satisfied with their life. But we can say that job satisfaction and life satisfaction are related with each other. Job satisfaction is the attitude of an employee which results from so many factors related with job such as timing, work load, wages, supervision, opportunities, employee interaction, Appreciation, Communication, Coworkers, Fringe benefits, Job conditions, Nature of the work, Organization, Personal growth, Policies, Procedures, Promotion opportunities, Recognition, Security, Supervision etc. Job satisfaction is a positive attitude a person carries and teachers have a control on student's education and students are the future, so that understanding that in which sector coping of stress is high and as I am connecting coping of stress with job satisfaction they are directly proportional to each other^[1]

II. STATEMENT OF THE PROBLEM

Comparing job satisfaction due to coping of stress in government and private sector.

1. Job satisfaction

Job satisfaction is defined as feeling of contentment and sense of accomplishment with environment which is self-motivated, positive and healthy in context of job stability, career growth, comfortable work life balance, pay, respect, research pursuit time, colleague behavior, library availability etc. which is result of appraisal that meet one's job value and basic needs. It helps in determining at what extent a person likes or dislikes his/her job

2. Stress coping

Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. and Coping usually involves adjusting to or tolerating negative events or realities while attempting to maintain your positive self-image and emotional equilibrium. It occurs in the context of life changes that is stressful. Psychological stress is usually associated with negative life changes, such as losing a job or loved one.

3. Private sector

The private sector is the part of the economy that is run by individuals and companies for profit and is not state controlled. Therefore, it encompasses all for-profit businesses that are not owned or operated by the government.

4. Government sector

The government sector includes all institutional units whose output is intended for individual and collective consumption and mainly financed by compulsory payments made by units belonging to other sectors, and/or all institutional units principally engaged in the redistribution of national income and wealth. The General government sector is subdivided into four subsectors: central government, state government, local government, and social security funds.

Objectives:

- To assess the level of job satisfaction in private sector.
- To assess the level of job satisfaction in government sector.
- To assess the level of coping of stress in private sector.
- To assess the level of coping of stress in government sector.
- To find out the comparison in job satisfaction due to coping of stress in private and government sector.

Hypothesis:

- **H₁:** There will be significant impact of level of stress coping over job satisfaction.
- **H₂:** There will be identifiable difference in job satisfaction among private and government sector

Review of literature:

Study of job satisfaction of private sector:

- There has been found several earlier studies by Sinha Deepti on studies of job satisfaction of the employees of private sector banks in which describes that Job satisfaction is a subjective indicator that indicates how contented an individual feels while performing his/her duties. In shaping job expectations, there are economic considerations (e.g. compensation and retirement benefits) and occupational and family considerations (professional satisfaction, job satisfaction, advancement opportunities, relocation, etc.) in the private sector of job area^[1]
- Another study conducted by *Ayesha Ajmal, Mohsin Bashir Muhammad Abrar, Muhammad Mahroof Khan, Shahnawaz Saqib* in The Effects of Intrinsic and Extrinsic Rewards on Employee Attitudes; Mediating Role of Perceived Organizational Support employees shows positive response about intrinsic and extrinsic rewards. On the topic of the job satisfaction in private sector^[2]

Study of job satisfaction in government sector:

- Some earlier studies done on job satisfaction in government sector by the Staff of Sindh Bureau of Statistics, Planning & Development Department, Government of Sindh. Methodology/Sample- measurement

of satisfaction of employee satisfaction against various facets of their Job, facets like job security, immediate supervisor's behavior, recognition, interpersonal relations, workload, career growth and pay/compensation were the factors that the employees are satisfied with^[4]

- Another study conducted by Maheshwari Uma by job satisfaction of municipal government employees in which proved that government job is good salary followed by job security and it describes the satisfaction and dissatisfaction of the employees and the higher satisfaction the more effective the performance^[6]

Comparative study of job satisfaction in private and government sector :

- One of the study conducted by Akhtar Naeem Shafqat in a comparative study of job satisfaction in public and private school teachers at secondary level which concluded job satisfaction refers to the attitudes which can be positive, favourable attitude and feelings they have about their job, positive teaching behavior and considerable relationship between job satisfaction and other areas of his/her life. and it shows there is no significant difference between teachers job satisfaction in public and private schools^[7]
- Another study conducted by Sinha deepti on Comparative Study of Job Satisfaction of the Employees of Private & Public Sector Banks which concluded the causes of satisfaction and dissatisfaction in both public and private sector banks in shaping job expectation, economic consideration and occupation and family consideration and novel changes increases productivity^[8]

Studies on impact of stress on work:

- Study conducted by Usman Bashir & Muhammad Ramay on impact of stress on employees job performance in which bankers are in a great stress such as overload , role ambiguity ,role conflict ,responsibility of people and other and it defines that job stress reduces job performances and the stress is highly effective in the area of job satisfaction which includes so many factors^[10]
- Another study conducted by Sauter , Steven, Murphy & R. Lawrence on organizational risk factors for job stress which concluded the changing structure of work in our society and presents empirical research studies that examine

organizational factors that appear to promote or decrease job stress^[11]

Studies on stress coping affect on job satisfaction:

- Study conducted by Griffith Jayne & Steptoe Andrew in a study investigation of coping strategies associated with job stress in teachers which signed that behavioural disengagement and suppression of competing activities are maladaptive responses in a teaching environment and contributes to job stress. Coping and social support moderate the impact of stressors on well-being and influence the appraisal of environmental demands as stressful^[12]
- Another study conducted by Skaalvik M. Einar & Skaalvik Sidsel on job satisfaction , stress and coping strategies in the teaching profession which gives or confirmed that the teachers of different stages in their careers reported the same source of job satisfaction and stress and coping strategies and consequences were differed with age and their ability of performance^[13]

III. MATERIAL AND METHODS

Research design:

Research design provides overall plan for addressing research question. Here Two Group Survey Research Design is used to find out coping of stress over job satisfaction in government and private sector.

Two group survey research design:

Variable	Indications
O1	Level of coping of stress
O2	Level of job satisfaction

Variables

- **Independent variable :** Coping of stress
- **Dependent variable :** Level of job satisfaction

Sampling

- **Target population:** Working teaching professionals.
- **Accessible population:** In Udaipur.
- **Sample size:** 60 consecutively selected samples.
- **Sampling technique:** Convenience sampling.
- **Type of study :** Observation type.
- **Type of data :** Secondary data.

Sampling criteria:

Inclusion criteria:

- Working professionals in teaching field.
- Teachers from government and private sector working in Udaipur.
- Teachers who knows English language.
- Teachers who gives the consent for data collection.

Exclusion criteria:

- Teachers who don't know English language.
- Retired teaching professionals.

The data has been collected by using following psychological tools:

Psychological test	Developed by	Year
Teachers job satisfaction scale	Y. MUDGIL , I.S. MULHAR & P. BHATIA	1998
Stress Coping Resource Inventory: A Self Assessment	Kenneth B. Matheny and Christopher J. McCarthy	2000

Statistical Analysis:

After finding mean and SD scores; correlation has been found by using Karl Pearson's product movement correlation and significant by using t value.

IV. RESULT:

Table: A1 Mean and SD of stress coping level over job satisfaction in government sector:

Coping of stress level	N	Mean	SD
<1.5 (Below average stresscoper)	0	-	-
1.5-2.4 (Average stresscoper)	13	217.15	19.75
2.5-3.4 (Above average stresscoper)	16	278.62	16.57
>3.5 (Superior stresscoper)	1	300	-

Table (A1) shows the mean values of coping of stress level, and job satisfaction among teaching professionals working in Udaipur (Rajasthan)

(Mean coping of stress level over job satisfaction in government sector categorized in <1.5 = 0 , 1.5-2.4 = 217.5 , 2.5-3.4=278.62 and >3.5 = 300 and SD values of stress level over job satisfaction in government sector are categorized in <1.5=nil , 1.5-2.4= 19.75 , 2.5-3.4= 16.57 , >3.5= nil respectively.)

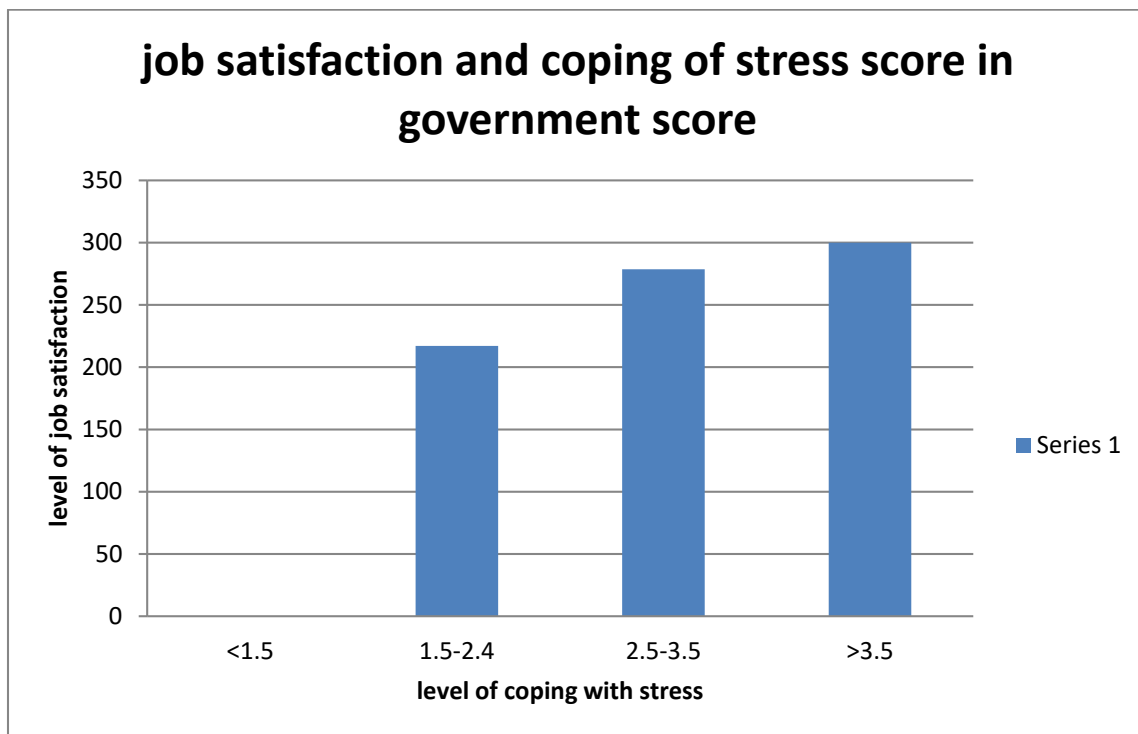


Figure no-1 Average stress coping level over job satisfaction in government sector:

Table : A2 Mean and SD of stress coping level over job satisfaction in private sector :

Coping of stress level	N	Mean	SD
<1.5 (Below average stresscoper)	0	-	-
1.5-2.4 (Average stresscoper)	13	223.6	22.38972979
2.5-3.4 (Above average stresscoper)	16	268.8	20.30
>3.5 (Superior stresscoper)	1	308.2	7.36

Table (A2) shows the mean values of coping of stress level, and job satisfaction among teaching professionals working in Udaipur (Rajasthan) in private sector.

(Mean coping of stress level over job satisfaction in government sector categorized in <1.5 = nil ,1.5-2.4 = 223.6 , 2.5-3.4=268.8 and >3.5 = 308.2 and SD values of stress level over job satisfaction in government sector are categorized in <1.5=nil , 1.5-2.4= 22.39 , 2.5-3.4= 20.30 , >3.5= 7.36 respectively.)

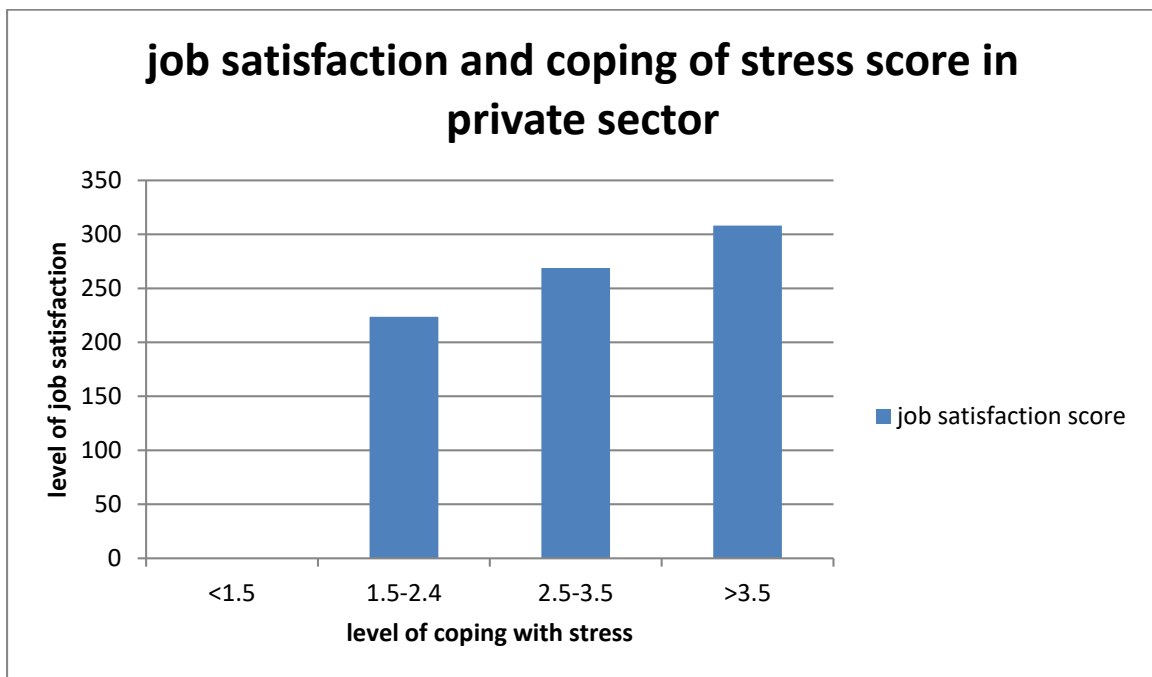


Figure no-2 Average stress coping level over job satisfaction in private sector

Table A3: Mean and SD of stress coping level over job satisfaction in government and private sector:

Coping of stress level	Government sector			Private sector		
	N	Mean	SD	N	Mean	SD
<1.5 (Below average stresscoper)	-					
1.5-2.4 (Average stresscoper)	-					
2.5-3.5 (Above average stresscoper)	30	252.7	36.3025125	30	267.83	31.07397551
>3.5 (Superior stresscoper)	-					

Table (A3) shows the mean values of coping of stress level, and job satisfaction among teaching professionals working in Udaipur (Rajasthan) in government and private sector.

(Mean coping of stress level over job satisfaction in government and private sector categorized in <1.5 =nil ,1.5-2.4 = nil , 2.5-3.5=252.7 and 267.83 and >3.5 = nil and SD values of stress level over job satisfaction in government and private sector are categorized in <1.5=nil , 1.5-2.4= nil , 2.5-3.4= 36.31 and 31.02 , >3.5= nil respectively.)

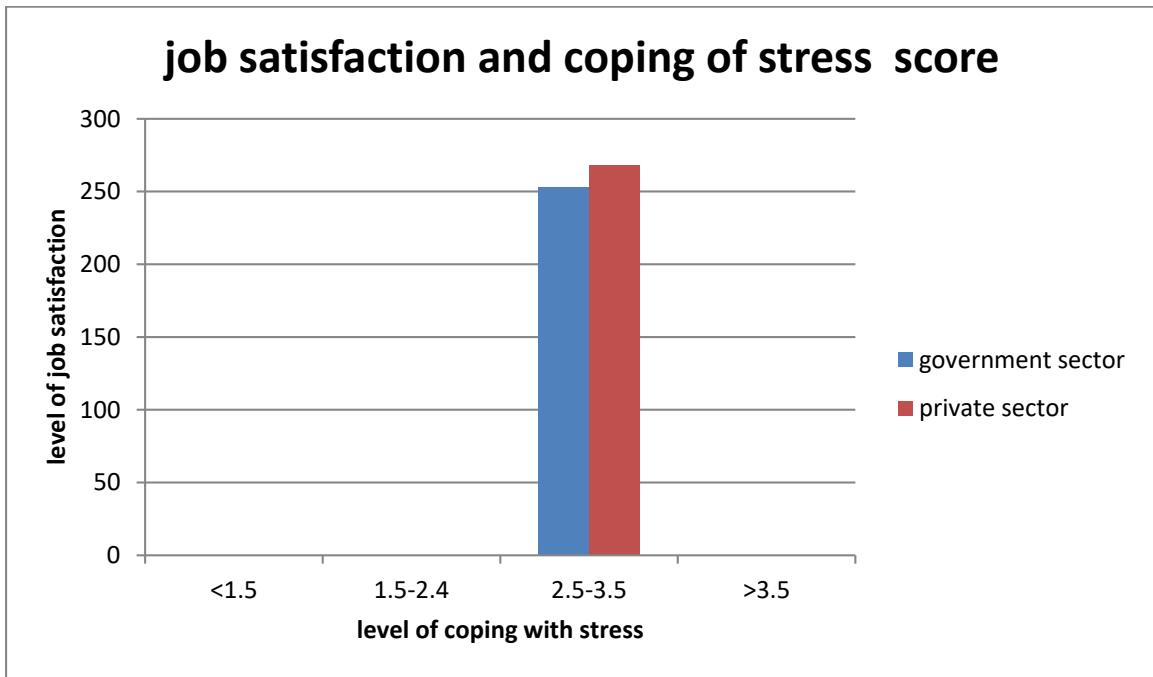


Figure no-3 Average stress coping level over job satisfaction in government and private sector

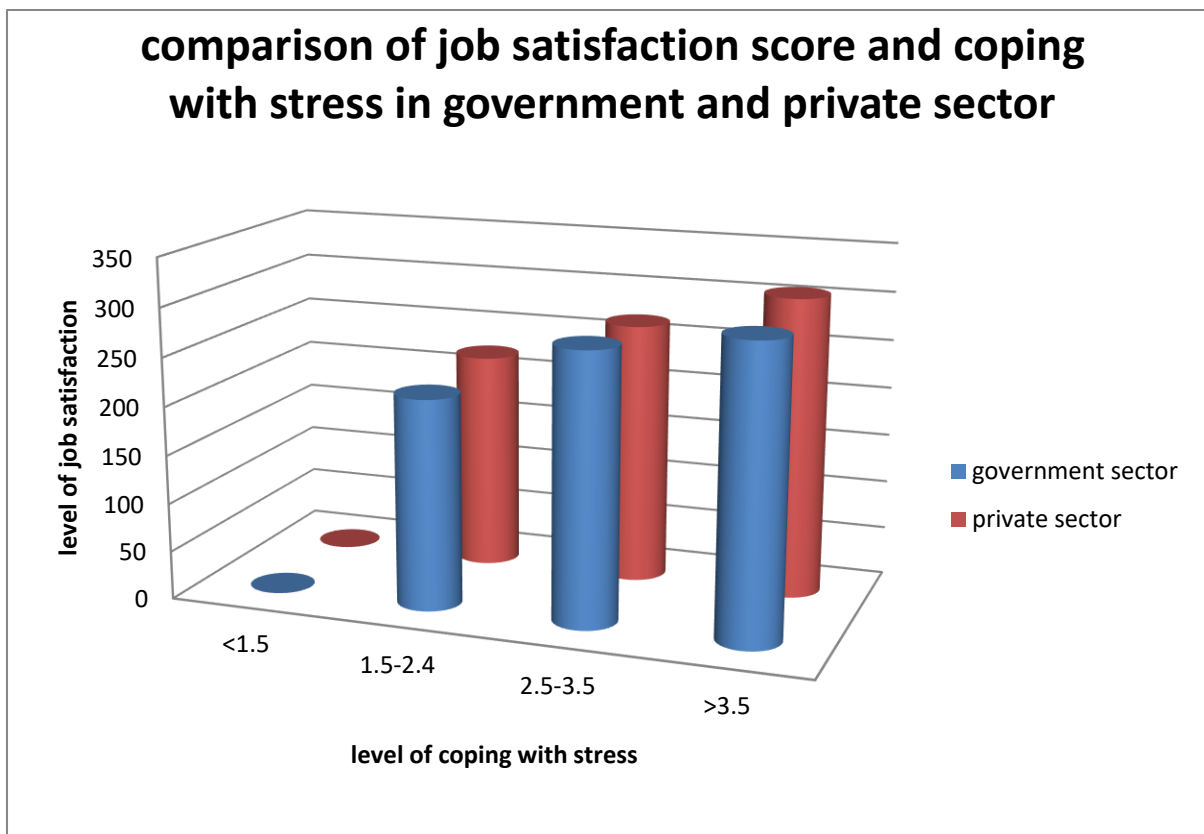


Figure no-4 Comparison of job satisfaction and level of coping with stress among government and private sector:

Table B1: correlation, t-score and p value measures comparison of job satisfaction and coping of stress among government and private sector

Sectors	N	Mean	SD	r	t score	p value
Government sector	30	252.7	36.3025125	0.91738151	0.0228	0.981
Private sector	30	267.83	31.07397551	0.862703672		

Table B1 shows the correlation, t score and P value measures comparison of job satisfaction and coping of stress among both government and private sector working professionals.

- The correlation of coping of stress in job satisfaction in teaching professionals of government sector was found 0.91738151.
- The correlation of coping of stress in job satisfaction in teaching professionals of private sector was found 0.862703672.
- t score for both government and private sector was found 0.0228 which is 0.981 that is >0.05 that shows data is statistically not significant.

V. DISCUSSION :

Stress coping level over job satisfaction:

- **H₁: There will be significant impact of level of stress coping over job satisfaction.**

The finding of stress coping level has significant affect over job satisfaction.

Table B1 shows the correlation and significance of level of stress coping over job satisfaction.

The positive correlation has been found between level of stress coping and level of job satisfaction in both government and private sector teaching professionals which is highly correlated , as the coping of stress increases the level of job satisfaction also increases which means level of job satisfaction is high in the person whose level of stress coping is high so that level of job satisfaction is directly proportional to level of stress coping in both the sectors (government sector and private sector) the finding is highly significant in present study.

Job satisfaction is identified by some factors which are personal pulls , Appreciation, Communication, Coworkers ,Fringe benefits , Job conditions, Nature of the work, Organization, Personal growth, Policies , Procedures, Promotion opportunities, Recognition, Security, Supervision. These points are highly responsible for the satisfaction of job of a working professional as it produces stress in the working professional and reduces the productivity in work which may lead to certain consequences related to stress and these are fear and uncertainty , attitude and perceptions , unrealistic expectation and change related to job.

In present study most of the working professionals have found to have high level of job satisfaction whose level of coping of stress is high. Professionals have difficulty in occupational , social functioning whose coping of stress is low is found in both the sectors (government and private)

Because of low coping of stress professionals having difficulty in adjustment in work place. Due to lack of interest in work their cooperation is decreased with coworkers. With poor life

satisfaction and interpersonal relationship the patients do not want to involve with others in various settings and task performances.

Hence; first hypothesis is accepted.

These findings are supported by following studies.

- Study conducted by Usman Basher & Muhammad Ramay on impact of stress on employees job performance in which bankers are in a great stress such as overload , role ambiguity ,role conflict ,responsibility of people and other and it defines that job stress reduces job performances and the stress is highly affective in the area of job satisfaction which includes so many factors^[10] similarly other study conducted by Sauter & Steven, murphy &r. Lawrence on organizational risk factors for job stress which concluded the changing structure of work in our society and presents empirical research studies that examine organizational factors that appear to promote or decrease job stress^[11] Another study conducted by ajayi Samuel on effect of stress on employ performance and job satisfaction in which stress is taken as a universal challenge for a workplace and the components include are lack of administrative support; excessive work load and work demand ,problematic customer relations, co-worker's relationship, family & work life balance and associated job risks are undertaken in this study ^[14] Other Study conducted by Griffith jayne& Steptoe Andrew in a study investigation of coping strategies associated with job stress in teachers which signed that behavioural disengagement and suppression of competing activities are maladaptive responses in a teaching environment and contribute to job stress. Coping and social support moderate the impact of stressors on well being and influence the appraisal of environmental demands as stressful^[12]

Comparison of job satisfaction in government and private sector :

- **H₂: There will be identifiable difference in job satisfaction among private and government sector**

Table B1 shows the correlation of comparison of job satisfaction and coping of stress among both government and private sector working professionals.

Result shows not identifiable difference in correlation of level of job satisfaction in government and private sector working professionals which is not identifiable. There is same job satisfaction in both sectors (government and private sector) the difference is not found significant.

Most of the time it is observed that both the sectors having same problems in coping stress and due to that the level of job satisfaction is also same in both the sectors, because there is no much difference in job environment , Appreciation, Communication, Coworkers ,Fringe benefits , Job conditions,

Nature of the work, Organization, Personal growth, Policies , Procedures, Promotion opportunities, Recognition, Security, Supervision so that there is higher the coping of stress higher the level of job satisfaction in both sectors which proves that there is no difference in job satisfaction level in government and private sector.

In this study it has been identified that almost all professionals having same difficulties in their job and due to coping of stress all professionals having same level of job satisfaction as coping of stress is high , job satisfaction is also high similarly as coping of stress is low job satisfaction is also low so that there is no identifiable difference in government and private sector working professionals.

Hence; second hypothesis is not accepted.

These findings are supported by following studies.

One of the study conducted by Akhtar naeem shafqat in a comparative study of job satisfaction in public and private school teachers at secondary level which concluded job satisfaction refers to the attitudes which can be positive, favourable attitude and feelings they have about their job , positive teaching behavior and considerable relationship between job satisfaction and other areas of his/her life and it shows there is no significant difference between teachers job satisfaction in public and private schools^[7] Another study conducted by Sinha deepiti on Comparative Study of Job Satisfaction of the Employees of Private & Public Sector Banks which concluded the causes of satisfaction and dissatisfaction in both public and private sector banks in shaping job expectation, economic consideration and occupation and family consideration and novel changes increases productivity ^[8] Another study conducted by pragya ,sharma Sandeep &malu ,Job Satisfaction: A Comparative Study of Private and Public Sector Banks in which job satisfaction is described as a satisfied , happy and hard working employee is the big positive point and in this the level of job satisfaction in which factors including general working conditions pay and promotion potential, work relationships, use of skills and abilities and overall job satisfaction are found important for improving job satisfaction of bank employees^[9] Another study conducted by gupta shobhna & pannuhartesh on a comparative study of job satisfaction in public and private sector which gave the conclusion that the feelings , emotions are also a good , valid reason to improve job satisfaction and job satisfaction meaning one enjoys the job , their work and how responsibly they take the responsibility and taking the information regarding the satisfaction that how satisfied the person with their own work and the satisfaction level should increase by the communication or giving the person some sort of positive regard about their problems that these all are getting noticed and the more satisfied the employee means more motivation and commitment to the organization^[14]

VI. CONCLUSION

During this study it has been found that level of coping of stress affect the level of job satisfaction in both government and private sector. Coping of stress and level of job satisfaction is directly proportional to each other and there is no difference in proportionality among government and private sector. Government sector employee are positively associated with

coping of stress in the level of job satisfaction and similarly private sector employee are also positively associated with coping of stress in the level of job satisfaction and the whole study simply describes that level of job satisfaction. All professionals having same difficulties in their job and due to coping of stress all professionals having same level of job satisfaction. This study doesn't is not significant in the second hypothesis that there is identifiable difference in job satisfaction of government and private sector , this proves that there is no difference in the job satisfaction of both the sectors (government and private sector)

REFERENCES

- [1] Sinha D, a study of job satisfaction of the employees of private sector banks,international journal of education and psychological research (IJEPR), volume2 , issue 2, 33-40, april 2013.
- [2] Locke, E.A. (1976) The Nature and Causes of Job Satisfaction. In: Dunnette, M.P., Ed., Handbook of Industrial and Organizational Psychology, Rand McNally, Chicago, 1297-1350.
- [3] Chaturvedimayuri ,raavisumedha , a study on employee job satisfaction in different sectors,international journal of scientific engineering and research (IJSER) volume 7, issue 1, January 2019.
- [4] Ahmed, Shuaib&Jiskani, Shah & Bhatti, Khalil. (2011). Measuring Job Satisfaction of Government Sector Employees; A case of Bureau of Statistics, Pakistan. Journal of Management & Social Sciences, journal of managementand social sciences.
- [5] Yusuf ali M.S. job satisfaction of bank employees in Bangladesh :a comparative study between private and state owned banks, IOSR journal of business and management (IOSR-JBM),volume 21, issue 5 ,ser. 1 (may.2019.),pp 18-24.
- [6] Maheshwariuma by job satisfaction of municipal government employees with particular reference to padmanabhapuram municipality, indian journal of commerce and management studies volume 5,issue 1 , jan 2014.
- [7] ShafqatNaemAkhtara, Muhammad Amir Hashmib, Syed Imtiaz Hussain Naqvic ,A comparative study of job satisfaction in public and private school teachers at secondary level , Procedia - Social and Behavioral Sciences 2(2):4222-4228 · December 2010
- [8] Sinha, Deepiti & Shukla, Prof. (2012). Comparative Study of Job Satisfaction of the Employees of Private & Public Sector Banks. V3 Journal of Management (ISSN 2348-554X). 1. 30-44.
- [9] Pragya Sharma ,Sandeepmalu ,a comparative study of private and public sector banks , advances in management , volume 8 , number 4 , April 2015.
- [10] Bashir, U., & Ramay, M. I. (2010). Impact Of Stress On Employees Job Performance A Study On Banking Sector Of Pakistan. International Journal of Marketing Studies, Vol. 2, No. 1, 2, May 2010, pp. 122-126
- [11] Sauter, S. L., & Murphy, L. R. (Eds.). (1995). Organizational risk factors for job stress. Washington, DC, US: American Psychological Association.
- [12] Griffith Jayne & Steptoe Andrew in a study investigation of coping strategies associated with job stress in teachers , the british psychological society ,1999.
- [13] Skaalvik, Einar & Skaalvik, Sidsel. (2015). Job Satisfaction, Stress and Coping Strategies in the Teaching Profession—What Do Teachers Say?. International Education Studies. 8. 10.5539/ies.v8n3p181.
- [14] Gupta shobhna & Pannuhartesh on a comparative study of job satisfaction in public and private sector, indian journal of arts , volume 1, number 1 , January 2013.
- [15] Reda Abouserie (1996) Stress, Coping Strategies and Job Satisfaction in University Academic Staff, Educational Psychology, 16:1, 49-56, DOI: 10.1080/0144341960160104
- [16] Arora pankaj , Rawal shevya , Sethi dolly , A Comparative Study of Job Satisfaction in Private and Public Sector , 1Department of Management, Ganpati Business School, Bilaspur, 3Assistant Professor, Department of Management, GITM, Bilaspur , IITKMSpecial Issue (ICFTEM-2014) May 2014 pp. 193-196 (ISSN 0973-4414)
- [17] Matei, Ani I. and Fataciune, Mirela, Exploring the Job Satisfaction of Public and Private Employees in Romania (February 7, 2016). Proceedings of the 10th International Conference on Business Administration (ICBA'16),

- February,13-15, 2016, Barcelona, pp.138-145. Available at SSRN: <https://ssrn.com/abstract=2763422>
- [18] Mehta Prachi and Juneja Richu M , A comparative study of employees job satisfaction in selected public and private sector banks , International Journal of Applied Research 2017; 3(1): 620-625
- [19] Hameed, F., Ahmed-Baig, I., & Cacheiro-González. M.L. (2018). Job satisfaction of teachers from public and private sector universities in Lahore, Pakistan: A comparative study. *Economics and Sociology*, 11(4), 230-245. doi:10.14254/2071-789X.2018/11-4/15
- [20] Bradely E Wright and Brian S. Davis, Job satisfaction in public sector , The American Review of Public Administration ,33(1):70-90 · March 2003
- [21] Hossen Sayed Mohibul , Hossain Md. Takrib , Rana Md. Masud , Ismail Mohd Tahir , Employees' Satisfaction of Government Organization in Tangail City, Bangladesh, International Business Research Vol. 12, No. 2 (2019)
- [22] Dr.K Nigama ,Dr S Selvabaskar ,Dr S T Surulivel ,Dr R Alamelu ,Ms. D Uthaya Joice , Job satisfaction among school teachers , Faculty, School of Management, SASTRA Deemed University Student,School of Management, SASTRA Deemed University Thirumalaisamudram, Thanjavur, Tamil Nadu, India., International Journal of Pure and Applied Mathematics , Volume 119 No. 7 2018, 2645-2655
- [23] Ajayi, Samuel, Effect of Stress on Employee Performance and Job Satisfaction: A Case Study of Nigerian Banking Industry (April 11, 2018). Available at SSRN: <https://ssrn.com/abstract=3160620> <http://dx.doi.org/10.2139/ssrn.3160620>
- [24] Spector, P.E. (1997). *Job satisfaction: Application, assessment, causes and consequences*. Thousand Oaks, CA: SAGE
- [25] E. Taylor Shelley,HEALTH PSYCHOLOGY,STRESS AND COPING,tenth edition , McGraw Hill Education(India) Private Limited,Chennai,PP:115-116
- [26] WebMD Medical Reference Reviewed by Joseph Goldberg, MD on March 11, 2018 / <https://www.webmd.com/balance/guide/causes-of-stress#2>
- [27] Locke, E. A. "The Nature and Causes of Job Satisfaction" in Dunnette, M. D. *Handbook of Industrial and Organizational Psychology (1st Ed.)*, Chicago, IL: Rand McNally. 1976. 1297-1349. 1976.
- [28] ^ Spector, P.E. (1997). *Job satisfaction: Application, assessment, causes and consequences*. Thousand Oaks, CA: SAGE.
- [29] E. Taylor Shelley,HEALTH PSYCHOLOGY,STRESS AND COPING,tenth edition , McGraw Hill Education(India) Private Limited,Chennai,PP:137-138

AUTHORS

First Author – Shivani Singhvi, MSc. Clinical Psychology Student, Department of Psychiatry, Geetanjali Medical College & Hospital, Udaipur, Rajasthan, India.

Second Author – Dr. Shikha Sharma, Assistant Professor, Clinical Psychology, Department of psychiatry, Geetanjali Medical College & Hospital , Udaipur, Rajasthan, India