



TEAM WORK AS REDUCING AGENT OF OCCUPATIONAL STRESS

Dr. Paras Jain ¹

¹ Director, Silicobite Katni Degree College, Dikshabhumi Campus, Katni (M.P.)-483501.

ABSTRACT

Team work is a dynamic process involving 2 or more persons with skills, sharing goals and exercising concerted physical and mental efforts in assessing, planning, evaluating the work process. It works on mutual trust and cooperation. A team in the work place can prevent occupational stress among the team members. Present paper seeks to indentify compatible personality traits to address issues related to occupational stress.

Keywords: Team Work, Personality, Stress

Introduction:

In present age of globalization, the work force has become more diverse in terms of knowledge, skills, abilities and personality which are very potent source of work stress. Team based organizations are searching best individuals for best combination of individuals to minimize work stress.

Personality difference among team members have been a cause of occupational stress. Personality is an individual's way of thinking, feeling and working. Some people feel harmony in their social relationships, some are status seeking, interested in power and dominance, and some are imaginative. Personality has more powerful effects on group activities. Team members of staff who are more homogenous in values and attitudes are more responsible and sincere than members who do not feel comfortable with other team members.

Many researchers have found that work place environment impacted by commitment, proper job attitude, positive organization's progress and stress free environment. They support organizational, social environment. Team members have spirit of task performance which consists of good behavior. Working should consist of planning, enthusiasm to complete task, activities, helping and cooperating with others, following organizational rules, support in organizational activities. Inter personally oriented behavior contribute to organizational goal accomplishment, self disciplined behavior as following rules, hard working, taking initiative to solve problem at work. For team membership responsibility to others, cooperation, sociability, and positivity are required characters.

Some times team members having fear have better performance than others which are not feared. Members should have competitiveness because such persons love to compete with others. Confidence is necessary for working in a successful way. Persons having confidence lead to success. Dominance is also required in team members. Dominant people take initiatives to control activities.

Persons should have thirst for knowledge and strive to learn new things. People who are highly engaged, place high priority on work and feel uncomfortable when they have nothing to do. Team members should be emotionally stable.

Flexibility is necessary in team work. Flexible team members easily adapt new work situations and exhibit a readiness for change. Team member's tendency of goal setting make them future oriented and provide high standard for what they want to achieve. People should have capability to make their own decisions. Team members should be close to each other and should be energetic to complete task. They should have feeling to take difficult tasks. They should have feel proud on success of organization and have great deal of self discipline. They are especially motivated to pursue an important career and to progress in their job.

Methodology:

For present study 40 students of MBA 3rd and 4th semester was randomly selected for study and divided into 2 groups. Each group was consists of 20 students having 50% male and 50% female students. Both groups were assigned same task and after completion they were tested for stress measurement using a self prepared test paper. Test paper consists of dimensions as work load, confidence, eagerness, flexibility and result orientation. Value of each dimension was divided as high, medium and low. Obtained data was tabulated and converted into percentage for comparative analysis.

Table-1: Status of Various Dimensions of Occupational Stress

Work Allotment	Value	No. of Candidates (%)				
		Work load	Confidence	Eagerness	Flexibility	Result Orientation

Team Work	High	23	67	51	34	59
	Medium	29	21	23	38	23
	Low	48	12	26	28	18
Individual Work	High	72	41	39	31	42
	Medium	16	31	24	32	27
	Low	12	28	37	37	31

how team work reduces occupational stress.

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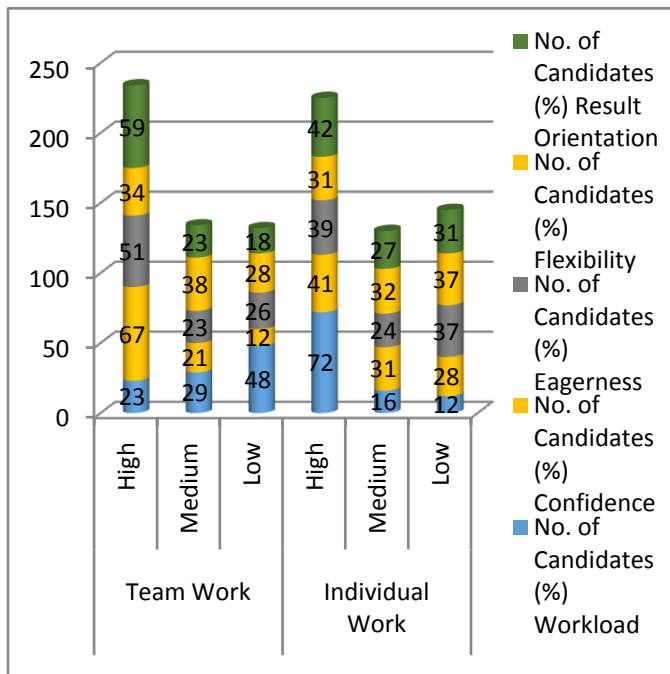


Chart-1: Status of Various Dimensions of Occupational Stress

Result shows that team work got high score in each dimension. Team got low workload by 48% while among individuals 72% feel high workload. High confidence gained by 67% in team while 41 % by individual workers. Eagerness was expressed by 51% in team and 39% individuals. Flexibility found higher in team members i.e., 34% and 31% in individual working. Result orientation was exhibited by 59% of team members but 42% individual working members.

Conclusion:

Team membership helps to share work, that's why work load becomes low. Confidence level reaches high in team work as every member co operate each other. Team work increases eagerness, flexibility and result orientation which is requirement of any organization. Higher the feeling of team spirit among team members, the work becomes ease, stress free and qualitative. This study shows