



A Comparative study of Work Motivation and Occupational Stress among Government and Private Sector employees

•Shalini •Summy •Sushmita
•Meena Kishore

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Corresponding Author : Meena Kishore

Abstract : *The objective of the present research project was to study the extent of difference in work motivation among the employees of Private and Government sectors, to see whether Government sector employees manage their time better than the Private sector employees as well as whether Occupational stress is more in Government sector or in Private sector organization. Work motivation, occupational stress, and time management were taken as dependant variables and the independent variables were the employees working in Government sector and Private sector. Six hypotheses were*

formulated keeping the above objectives in mind – 1) Private sector employees will be measured high on Work Motivation in comparison to government sector employees-2)Work group relations will be high in the employees of Private sector than the Government sector.3) Intrinsic Motivation will be found less in the employees of Private sector in comparison to the employees of Government sector. 4.) Occupational stress will be more in the Private sector employees than Government sector employees. 5.) Time Management will be better in Private sector employees than Government sector employees. 6.) There will be positive correlation between work Motivation and time Management. The sample was selected through incidental-cum purposive sampling method. 50 employees were from private sector and 50 from Government sector. The research tools used for testing the hypotheses were- Work Motivation Questionnaire (K.G. Agarwal), Occupational stress Index (A.K. Srivastava and A.P.Singh), Time Management (D.N. Sansanwal and Meenakshi Prashar). The data was collected from different organizations of Patna Town. The result was analyzed by computing mean, SD, T-ratio, co-efficient of correlation and Pie-chart. First hypothesis, on work Motivation, second, on work group relations; third, on Intrinsic Motivation; fifth on time Management, were proved and fourth hypothesis on Occupational stress and sixth on work Motivation and time Management were not proved.

Shalini

B.A. III year, Psychology (Hons.), Session: 2010-2013,
Patna Women's College, Patna University, Patna,
Bihar, India

Summy

B.A. III year, Psychology (Hons.), Session: 2010-2013,
Patna Women's College, Patna University, Patna,
Bihar, India

Sushmita

B.A. III year, Psychology (Hons.), Session: 2010-2013,
Patna Women's College, Patna University, Patna,
Bihar, India

Meena Kishore

Associate Professor, Department of Psychology,
Patna Women's College, Bailey Road,
Patna – 800 001, Bihar, India
E-mail :

Key words: Work Motivation, Occupational Stress, Time Management.

Introduction:

Work Motivation in Psychology is related to issues pertaining to work and work place. Occupational stress is a term used to define ongoing stress that is related to workplace. The stress may be because of the responsibilities associated with the work itself, or caused by conditions prevalent in corporate culture or personal conflicts. Time Management is the act or process of planning and exercising conscious control over the amount of time spent on specific activities, specially to increase effectiveness , efficiency or productivity.

Purpose:

The purpose of the present study were :-

- (a) To study the extent of difference in Work Motivation in Private and Government sectors.
- (b) To find out the cause behind the completion of projects within the given time frame in Private sector and in Government sector.
- (c) To find out why the younger generation gives much preference to jobs in Private sector than Government sector.
- (d) To see whether Government sector employees manage their time better than the Private sector employees.
- (e) To see whether Occupational stress is more in Government sector or in Private sector.

Hypotheses :

Following hypotheses were formulated -

- (a) Private sector employees will be measured high on Work Motivation in comparison to Government sector employees.
- (b) Work Group Relations will be high in the employees of Private sector than the Government sector.

- (c) Intrinsic Motivation will be found less in the employees of Private sector in comparison to the employees of Government sector.
- (d) Occupational stress will be more in Private sector employees than Government sector employees.
- (e) Time Management will be better in Private sector employees than Government sector employees.
- (f) There will be positive correlation between Work Motivation and Time Management.

Methodology:

- (a) **Sample** : A sample of 100 employees, age ranging between 25 to 50 years were selected from various Government and Private sector organizations established in Patna town by incidental cum purposive sampling method.
- (b) **Research tools** : The following research tools were used for data collection-
 - Work Motivation Questionnaire constructed by K.G.Agarwal ,
 - Time Management Competency Scale, constructed by D.N. Sansanwal and Meenakshi Prashar , and
 - Occupational Stress Index constructed by A.K.Srivastava and A.P.Singh .

Result Interpretation

Mean, Standard Deviation, t-ratio and co-efficient of correlation were computed for analysis of the data.

Hypothesis no. 1: "Private sector employees will be measured high on Work Motivation in comparison to Government sector employees."

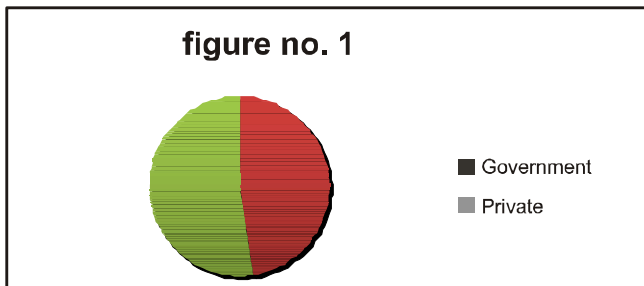
Table No.1
(N= 100)

Table showing Mean, S.D, t-ratio and level of significance of Government and private sector employees on work Motivation.

Sector	Mean	S.D	t-ratio	df	Level of significance
Government	87.62	16.791	2.971	48	P<0.01
Private	95.85	19.96			

Table value 2.96 at .01 level

The high mean value of Private Sector (95.82) in comparison to Government Sector (m=87.62) on work Motivation confirms hypothesis no.1. The t-ratio is significant at 0.01 level of confidence which proves that private sector employees have high work motivation then the government sector employees. The reason may be explained as promotion in private sector is performance based so they are more motivated to work whereas in government sector promotion is leased upon time bound as well as reservation etc. hence, their work motivation is less. The result can also be shown by a pie- chart in fig. No.1.



Hypothesis no. 2 : “Work Group Relations will be high in the employees of Private Sector than the Government Sector.”

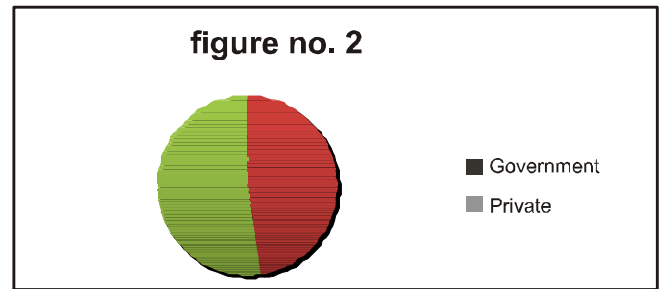
Table No. 2
(N=100)

Table showing Mean, S.D., t-ratio and level of significance on work Group Relations among Government and private Sector employees.

Sector	Mean	S.D	t-ratio	df	Level of significance
Government	13.6	3.014	1.58	48	P<0.05
Private	14.3	3.041			

Table value 2.02 at 0.05 level

The result can also be shown by a Pie-chart in fig. no. 2.



Although the mean value in Private Sector is high as compared to the Government Sector but this does not prove the hypothesis fully. The reason is, obtained t-ratio (1.58) is not significant even at 0.05 level of confidence. Hence, mean difference might have occurred due to chance factor. So, hypothesis can be said to be getting partial support. The study of Chandrakant Jamadar reveals that work Group Relation is high in private sector. Hence, it goes in favour with the formulated hypothesis and support the hypothesis.

Hypothesis No.3 : “Intrinsic Motivation will be found less in the employees of private sector in comparison to the employees of government sector”.

Table No. 3
(N=100)

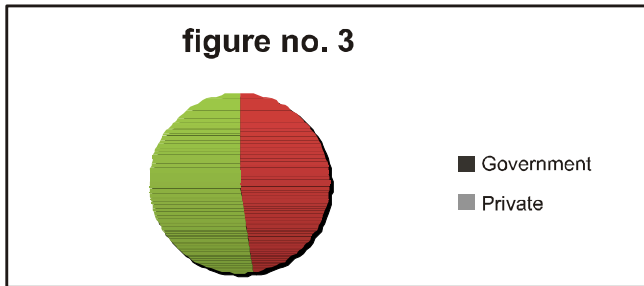
Table showing Mean, S.D, t-ratio & level of significance on Intrinsic Motivation among Government & Private Sector employees.

Sector	Mean	S.D	t-ratio	df	Level of significance
Government	14.78	3.352	0.389	48	P>0.05
Private	14.5	3.827			

Table value 2.02 at 0.05 level

The mean obtained on Intrinsic Motivation by government sector is 14.78 and for private sector it is 14.5. The high mean value in Government sector proves the hypothesis no. 3. that Intrinsic Motivation will be less in Private sector employees. The obtained t-ratio (0.389) is less than the value at both 0.05 & 0.01 level of confidence. Hence, it can

not be said with full confidence that Private sector employees will show less Intrinsic Motivation than Government sector employees. So, hypothesis gets partial support. The study conducted by Professor Sarah Smith supports the finding which concludes that it is not a universal characteristic that public sector workers tend to be more intrinsically motivated .The result can also be shown by a pie- chart in fig. no.3.



Hypothesis no. 4: “Occupational stress will be more in the Private sector employees than Government sector employees.”

Table No. 4
(N=100)

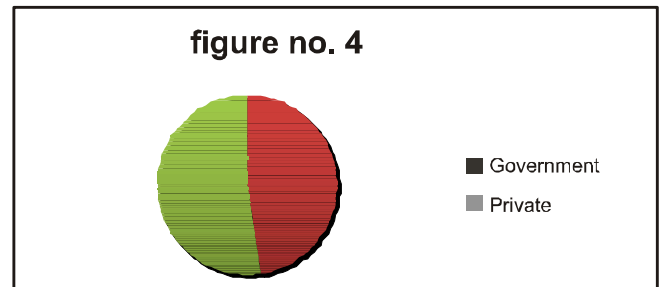
Table showing Mean, S.D. t-ratio and level of significance on Occupational Stress among Government & Private Sector employees.

Sector	Mean	S.D	t-ratio	Level of significance	Level of significance
Government	132.42	56.136	0.702	P>0.05	Moderate
Private	126.56	18.252			Moderate

Table value 2.02 at 0.05 level

The mean obtained in occupational stress for Government sector employees is 132.42 and for private sector employees it is 126.56. This point out that more occupational stress was found in Government sector employees. So, hypothesis has not been proved. But the t-ratio is not significant even at 0.05 level of confidence ‘Hence, it cannot be said with full confidence that hypothesis has not been proved. The difference between two means may be explained as having occurred due to chance factor. The study conducted by Chandrakant Jamadar also concludes that Occupational Stress was found

more in Government employees (m=103.65) Hence, the study supports the present finding. The result can also be shown by a pie-chart in fig no.-4



Hypothesis no. 5: “Time Management will be better in private sector employees than Government sector employees.”

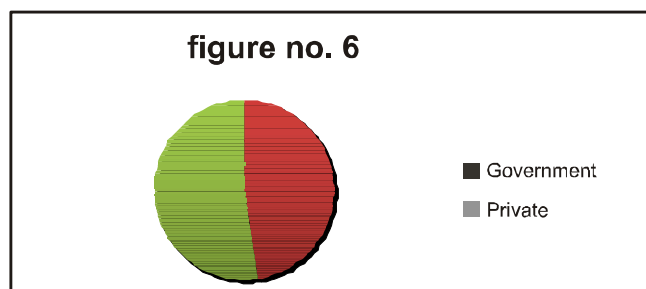
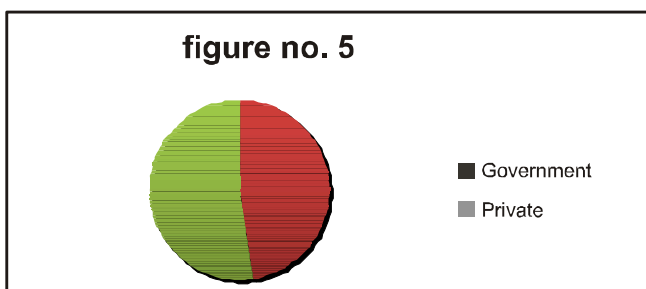
Table No. 5
(N=100)

Table showing Mean, SD, t- ratio and level of significance on Time Management among Government and Private sector employees.

Sector	Mean	S.D	t-ratio	df	Level of significance
Government	122.42	13.944	10.906	48	P<0.01
Private	156.81	17.43			

Table value 2.96 at 0.05 level

The mean obtained in private sector (156.81) is greater than the mean obtained by the employees in Government sector (122.42). This shows that the hypothesis no. 5 is proved. The obtained t-ratio is 10.906 (df=48) which is significant at 0.01 level of confidence Hence, hypothesis is getting full support. Although it has not been supported by any previous study but researchers have explained that as the employees in private sector have definite time slot to complete the project so they manage their time well whereas in Government sector there is no such time control. Work is allotted to the employees but follow-up is not done. Hence, they lack in time management. The result can also be shown by a pie-chart in fig. no.5



Hypothesis no. 6: “There will be positive correlation between work Motivation and time Management.”

Table No. 6
(N=100)

Table showing Mean, SD, correlation and level of significance on Work Motivation and Time Management among Government and Private sector employees

Variable	Mean	S.D	Correlation	df	Level of significance
WMQ	180.26	52.602	-0.136	98	P<0.05
TMCS	238.49	15.82			

Table value 0.025 at 0.05 level

The obtained r-value is -0.136 (df=98) which indicates negative correlation between Work Motivation and Time Management. Hence, hypothesis is not proved. The table value at 0.05 level is 0.025 and the obtained r-value is -0.136 which is greater than the value at 0.05 level of confidence. This means negative correlation is significant and it has not occurred due to chance factor. The researchers interpreted it is not necessary that every time high work motivation will lead to better time management. Training is necessary for this. Due to the lack of training employees who may have work motivation do not know how to complete the work in time as they are not trained in Time Management. The table can also be shown by a pie-chart in fig no.6.

Suggestions & Conclusions :

Following conclusions were drawn from the present study.

- The mean value of the scores on work motivation of Private sector employees (m=87.62) reveals that private sector employees were measured high on work motivation in comparison to Government sector employees.
- Work Group Relations was high in the employees of Private sector (m=14.3) than in employees of Government sector (m=13.6).
- Intrinsic Motivation was found less in the employees of Private sector (m=14.5) in comparison to the employees of Government sector (m=14.78).
- Occupational stress was more in Government sector employees (m=132.42) than Private sector employees (m=126.56) on the basis of calculated mean.
- The obtained mean value of the score on time management competency scale of Private (m=156.81) and Government sector (m=122.42) employees reveals that time management was better in Private sector employees than Government sector.
- The obtained r-value -0.136 (df=98) which is significant at 0.05 level of confidence proves that negative correlation exists

between time management and work motivation. There is less variability in the response of the sample as S.D is always low to their mean.

The researchers suggested the following points on the basis of their study-

- More workshops and seminars should be organized on work motivation, time management and stress management to improve their social as well as personal skill. With this healthy and positive environment will be built.
- Employees, when they are doing their training course should identify their aptitude and interest so that they manage a job of his/her own interest and aptitude which will help them to excel in their profession.

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