

Impact of Stress on Work Performance of Working Journalists in Print Media of Haryana

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ABSTRACT

Career as a journalist in the media industry scoring highly on the stress scale. Professionals in any field can be thrown into the epicenter of dangerous situations, such as natural calamities, war, riots and police pursuits. These days Reporters' careers have fewer opportunities as the media landscape of the 21st century evolves. Journalists in the print media industry are facing a declining job market. The growth of online media or new media has transformed the work of journalists into print media massively. All the working journalists of newspapers circulated/published in the Haryana. There are four zones in Haryana as Rohtak, Hissar, Ambala, and Gurgaon has been taken as a sample population. The views of working journalists of different newspapers have been considered. The total of 405 print journalists has been covered under in this study.

INTRODUCTION

Career as a journalist in the media industry scoring highly on the stress scale. Professionals in any field can be thrown into the epicenter of dangerous situations, such as natural calamities, war, riots and police pursuits. These days Reporters' careers have fewer opportunities as the media landscape of the 21st century evolves. Journalists in the print media industry are facing a declining job market. The growth of online media or new media has transformed the work of journalists into print media massively.

News organizations and Journalism groups are beginning to widely acknowledge that many reporters, photographers, and cameramen do not come out from such trauma-filled assignments emotionally unscathed.

According to a report, the journalists who go out to investigate the story, whether they are sand mining, stone quarrying, illegal construction, police brutality, medical negligence, election campaign or civil administration is a matter of corruption, attacked them. Many times they have to lose their life even from their life.

Media is currently undergoing commercialization. In earlier times, the media was limited to newspapers only, but after the introduction of new technology the competition is increasing, due to which the expenditure is also increased to run the media. To fulfill these expenses, most of the newspapers and media institutions have become dependent on government, political parties, big companies and big capitalist people.

Due to the dependence of the media on all these, the journalists are forced to compromise on the freedom of the media. However, even among these, some journalists do not compromise their freedom and they constantly make efforts to maintain the dignity of the media. Due to this Journalists come under presser and feel stress to do the thing rightly. Indian constitution and democracy gave freedom to the media. Therefore, journalists must get freedom and security.

The threat to the press is not from the journalist, it is from those powers that want to make more money quickly. In such a situation, the media will have to work on high standards and ideals so that no one can lift the fingers on it, because a journalist is not only to tell the news, but it is also a Buddhist and social animal.

Working Journalist

- The expression "working journalist" is defined by section 2(f) of the [The Working Journalists and Other Newspaper Employees \(Conditions of Service\) and Miscellaneous Provisions Act, 1955](#) as a person whose principal avocation is that of a journalist and who is employed as such, either whole time or part-time, in or in relation to, one or more newspaper establishments and includes an editor, a leader-writer, news editor, subeditor, feature-writer, copy-tester, reporter, correspondent, cartoonist, news-photographer and proof-reader"
- "But does not include any such person who is employed mainly in a managerial" or
- "Administrative capacity, or being employed in a supervisory capacity, performs, either by the nature of the duties attached to his office or by reason of the powers vested in him, functions mainly of a managerial nature."

REVIEW OF RELATED LITERATURE

Work related stress – An overview

Definition of Stress

(Palmer et al., 2004) The Health and Safety Executive (HSE-UK) defines stress as "the adverse reaction people have to excessive pressure or other types of demand placed upon them".

The definition clarified that stress is the result of 'excessive pressures and excessive demands'. An assured amount of pressure at workplace is inevitable. Dealing successfully with pressure can encourage people and give people a sense of success.

Studies on Job Stress

Cunningham (1983) described the phenomenon of teacher burnout as physical, emotional and attitudinal exhaustion that results in a significant decrease in teacher job satisfaction and performance. The data collected from 226 school teachers in USA schools revealed that teacher burnout was caused by high levels of stress related to inordinate time demands, inadequate relationships, large class sizes, lack of resources, isolation, fear of violence, role ambiguity, limited promotional opportunities, lack of support etc.

Factors Responsible For Work Stress

The following seven factors are identified from literature survey and through discussion with professionals, managers and journalists in various print media organization in Haryana. These factors are Control, Demand, Role, Relationship, Change, Manager Support, Peer support.

These factors are independent variables those affecting the work stress in an organization. These factors are mentioned below in detailed.

Control

Control and freedom of decision are important issues in the planning of work and organization. This indicates "how much say the person has the way they do the work". This shows employee's role in decision making process associated to work in organization. It has been found that low control at work has been repeatedly associated with stress (Bond and Bunce, 2005) and leads to apathy, anxiety and increased rate of cardiovascular symptoms (Wieclaw et al., 2008; Malinauskiene et al., 2004).

(Cox et al., 2000) Researchers indicate that employees' should have the power to plan their work and monitor their workloads. They should be free to make decisions about how assigned work should be completed and especially how complications should be addressed.

Demand

(Cox et al., 2000). Issues related to work environment, work patterns and work load includes in this factor. The workload always becomes the first aspects of the work to get attention. Research has found that work under load and work overload both can be problematic.

(Edwards and Rothbord, 2005, Cox et al., 2000) Two types of workload such as 'Qualitative' and 'Quantitative', and both are linked with work-related stress.

Role. In this we include that employees understand their role at work place and within the organization too. The organization makes sure that employee does not have conflicting roles. There are three important aspects; role conflict, role insufficiency and role ambiguity for explaining the role.

Role ambiguity arises when employee has insufficient information about his work. (Bliese and Castro, 2000) Role ambiguity appears itself when there is lack of clarity among expectation, a common confusion about objectives, and common ambiguity about the scope and responsibility of the job.

(Colligan et al., 2005) Employees' those suffer from role ambiguity are experienced a low job satisfaction and high range of physical health problems.

Relationship This includes the promotion of positive work to avoid conflicts and handling with unacceptable behavior. Selye (1976) suggested that having to live with other people is one of the most stressful aspects of life. This is also true in the case of working relationships. "For being 'at work' typically means significant interaction with other people, like colleagues, bosses or subordinates.

(Cox et al., 2000) identified three major point of relationships are the relationship with subordinates, the relationship with superiors, and the relationship with colleagues.

If there is any disturbance in above relationship will lead to work stress.

Change

(Cox et al., 2000) Work is essentially an economic activity and industries are established to manufacture products or provide services for the market. To survive in the market, organizations are constantly fighting for more functional and profitable production and service concepts.

(Launis and Pihlaja, 2007) Such renewals occur both in the public and private sector as well as in the industrial and service organizations.

Manager support

(Noblet, 2003) Previous research revealed that manager/ senior support is one of the important predictors of both psychological ill health and job dissatisfaction

(Mackay et al., 2004, Cox et al., 2000) The states to be reached in this context are

- a. The organization has policies and procedures to adequately support employees.
- b. There are systems to allow and encourage managers to support their staff.

Peer support(Cox et al., 2000) This includes encouragement, sponsorship and resources provided by colleagues at work. It is often discovered that employees cannot get support from their colleagues. Previous research shows that, due to the high intensity of work, employees' do not have the opportunity to get the help of their colleagues to complete the task in require time frame.

(Bacquer et al., 2005) Research shows that the low level of peer support leads to physical health problems such as coronary heart disease and (Cox et al., 2000) poor job satisfaction.

RESEARCH METHODOLOGY

This study is based on **exploratory cum descriptive research design**. This study is mainly based on "Exploratory research" studies as it tries to identify the factors influencing stress and exploring the strategies taken at the employer and employee level differently in the context of the sample based journalism industry. This study has been verified the relationship between the stress and job performance. For this purpose, a sample based questionnaire has been developed for conducting the survey. It is descriptive study too as it involves reviewing the concerned literature, who has worked in

related areas in different industry. And the major factors of stress has been observed and identified from the existing review of literature.

All the working journalists of newspapers circulated/published in the Haryana. There are four zones in Haryana as Rohtak, Hissar, Ambala, and Gurgaon has been taken as a sample population. The views of working journalists of different newspapers have been considered. The total of 405 print journalists has been covered under in this study.

Objective of the study

In this study, the primary objective is to explore the relationship between stress and job performance and the secondary objectives are stated below:

- To study the relationship between stress and job performance
- To analyse the level of stress among the Print Journalist.
- To analyse the intervening effects of stress on job performance.

FINDINGS

There is a strong relationship between stress and the job performance. The basis aim of this study was to check the level of stress among the print media journalist and identify the factors which influencing their job performance. In order to achieve these objectives, the study found some facts.

Relationship between stress and job performance

The relationship between the stress and job performance has been studied with respect to all the variables taken as whole. The reliability for the stress parameters was 0.815 and for the job performance was 0.947.

- The results have been revealed the fact that the two tail correlation between stress and job performance was found 0.208. The positive correlation between the stress and negative effects on job performance was found. In this study, 20% of job performance has been affected by the job stress. Hence, the increased level of stress leads to negative effects on the job performance.
- In order to measure the extent of relationship between the regressions has been applied. The model summary reflected 0.043 as the value of R square. It means that 4.3% of job performance will be explained by the stress.

Level of Stress

- The level of stress has been found using mean, percentage and ANOVA test is used with respect to different parameters (division, job position) to check the significant difference.
- The results depicts from data, revealed that level of stress is highest in Hissar, while the level of stress is almost similar in four branches in this study. The level of stress in Gurgaon is 58% and in Ambala branch is 57%. While Rohtak branch, the level of stress is minimum 55%. It means the work load in Rohtak branch is less or favorable working conditions prevails.
- The robust test is used to check whether there is a significant difference in the level of stress with respect to division. The value of robust test has been found significant for Welch test. Hence post hoc test is used to check the significance difference between the levels of stress in different divisions. The level of stress in Rohtak division is found significantly different from level of stress in Hissar and Gurgaon division for .000 and .001 significance value respectively. The level of stress in Hissar and Ambala division is also found significantly different. It means here by that inspite of approximately same level of stress, the level of stress significantly differs with respect to some divisions.
- The level of stress varies with respect to job positions. The level is highest at the low level and lowest at the high level. The level of stress for the Stringer and Photographer is 64% and 61% respectively. At the next level the News Editor has the 62% of stress level in this study. While the Sub editor junior sub editor, beuro chief, sr. reporter, reporter, has 59% level of stress. The Chief Sub Editor, Sr. Sub Editor and Trainee have 56% of level of stress. The lowest level of stress has been found for the Upper most job position senior news editor.
- The robust test is used to check whether there is a significant difference in the level of stress with respect to division. The value of robust test has been found insignificant for Welch test (.0352). Hence post hoc test can't be applied. It means that difference in the level of stress is insignificant. It means hereby that the stress is due to the level of job positions neither due to other factors.

- The Levene test is used to check whether the sample has been taken from the same population. The results of the Levene test show an insignificant result (0.370), hence the robust test has been used. The robust test is used to check whether there is a significant difference in the level of stress with respect to division. The value of the robust test has been found insignificant for the Welch test (0.352). Hence the post hoc test can't be applied. It means that the difference in the level of stress is insignificant.

CONCLUSION AND SUGGESTIONS

- In the last chapter the detailed descriptions of all the findings have already been given. In this chapter the main focus is to present the conclusions in the light of facts and truths obtained from the results of the study. On the basis of that the study will provide some recommendations and suggestions.
- The relationship for the stress and job performance has been found strong in this study. The factors influencing the supportive environment like support from colleagues, better communication, emotional support, proper feedback must be taken care of.
- The employers must try to reduce the external pressure like political, social and economic at the work by coping strategies. As these pressures create insecurity in the mind of employees; they indulged in wasting time and office politics. The employers must enable the employees by providing proper autonomy in respect of choice of work and time. The employees must be free to work at any time but only accountable for timely work.
- The employers must try to be clear in defining roles and responsibilities to avoid confusion and conflicts. As change is necessary in this changing environment but employees are reluctant to change. The change must be initiated after proper consultation and with proper support. The monetary and non-monetary incentives also play an important role in bringing change at the workplace. So, instead of pressurizing for the work, involvement for the work must be induced.
- As the level of stress varies in different positions, employers must try to shift the workload or to hire more employees to increase the job performance. The coping strategies at the different divisions must vary as per the conditions that prevail.
- The transfer or the replacements would be done, after the consultation with the staff. The views of employees must be considered while increasing or decreasing the number of employees in the one or more division.

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