

Distress, Wellness and Organizational Role Stress among IT Professionals: Role of Life Events and Coping Resources

Sunetra Bhattacharya and Jayanti Basu
Calcutta University, Kolkata

The purpose of the research was to study Distress, Wellness and Organizational role stress of professionals in the area of Information Technology (IT). The effect of sex and age on the above variables as well as the predictability of the variables from stressful life events and coping resources taken together were also examined. 101 professionals (60 men and 41 women) were administered General Health Questionnaire-28 by Goldberg and Hiller, PGI – Well-Being Scale by Verma, Dubey and Gupta, Organizational Role Stress Scale (ORS- Scale) by Pareek, Presumptive Stressful Life Events Scale (PSLES) by Singh, Kaur and Kaur, and the Coping Checklist by Rao, Subbakrishna and Prabhu. Results of the study reveal that women experienced greater wellness and older personnel experienced more distress. Distress could not be predicted from the life events and coping resources taken together. Wellness and Organizational role stress could be predicted from these two variables.

Keywords: Information technology, Distress, Wellness, Organizational role stress

Globalization and technological innovations are bringing about new challenges to the study of mental health and stress management. History has demonstrated that with each new technological innovations there have been profound changes in the quality of life of human beings, societal changes follow suit the scientific changes. Followers of the pioneering economist Joseph Schumpeter's fifty year model assert that the first wave of change in modern history (1780s–1840s) brought steam power that initiated the Industrial Revolution; next came the railroads (1840s – 1890s) followed by electric power (1890s – 1930s), and then cheap oil and the automobile (1930s – 1980s). Now the fifth wave is being driven by information technology.

The present study is concerned with how the Information technology and the consequent change in job culture affect mental health and

quality of life of IT professionals. This is particularly relevant because jobs in Information technology is the most coveted one in modern India, and the most brilliant section of the youth are going for it. While each job has its own stress, IT jobs are somewhat different from our traditional and typical concept of secured employment: IT jobs are mostly contractual with less job security but high pay, and entail strong competitiveness, along with a globalized life style. There are a few evidences that IT jobs are offering an elevated standard of life, but taking tolls on the mental health and relationship aspects of the professionals. For example, Lim and Teo (1999) identified through surveys and interviews the key factors at the workplace which generate stress among 308 information technology (IT) personnel in Singapore. They suggested that factors which generate stress

can be grouped into 4 broad categories as Lack of career advancement related to the problem of high rate of employee turnover, Work overload resulting in spillover of workload at home and guilt and dissatisfaction for being less attentive to family, Risk taking and decision making consisting of fear of making mistakes and Employee morale & organizational culture related to a lack of participation in decisions affecting their work, undue blame for machine failure and difficulty in team work considering the fluid and non-involved nature of work.

In a study on Work Stress among Information Systems Professionals in Manitoba Kaluzniacky (1999) found that employees reported the commonly experienced feelings: Frustration, pride in accomplishments, being overwhelmed, anxiety and common stress symptoms: decrease in energy, anxiety, muscle tension, headache, stomach upset, negative thinking and insomnia. Thus both positive and negative affects were reported. Sanderlin (2004) discussed employee's difficulties with stress within organization that continually introduce new technology and computer software into the work environment. Symptoms of stress are reviewed and employer and employee options to reduce stress are examined.

The present study takes a holistic view of personhood and considers job stress as one imposed upon and interacting with other stressors. Therefore the study focuses on psychological distress, sense of wellness and organizational role stress of IT professionals as associated with stressful life events and coping resources. Very few studies have been obtained in this area. In India there is a virtual gap in study of this sector.

Psychological distress in the present context has been defined as the overall feeling of anxiety, depression, and stress related somatization. It is the feeling of ill-being associated with various types and phases of

mental illness. Wellness has been defined as a subjective feeling of being in a positive state of existence. Recent literature on mental health repeatedly emphasizes that absence of illness and presence of wellness are not synonymous: these have been found to be slightly and negatively correlated (Heady, Holmst & Wearing, 1985). Starting from 1946 the World Health Organization has consistently highlighted the significance of wellness in defining mental health. SWB as a multi-dimensional construct involving factors like happiness, positive affect, social sensitivity etc. (Larsen & Diener, 1985; Diener & Lucas, 2000). Diener (1997) enumerated the three primary components of SWB: satisfaction, pleasant affect, and low levels of unpleasant affect, each of which can in turn be broken into subdivisions. Global satisfaction can be divided into satisfaction with the various domains of life such as recreation, love, marriage, friendship, and so forth. Pleasant affect can be split into specific emotions such as joy, affection, and pride. Finally, unpleasant or unpleasant affect can be separated into specific emotions and moods such as shame, guilt, sadness, anger, and anxiety. Thus it is a measure of quality of life (Schwartz, 1999).

Role stress refers to the conflict and tension due to the roles being enacted by a person at any given point of time. (Pareek, 2003). Enacted in the context of organizations, such role stresses are called organizational role stress. Any organization may be perceived as a system of roles. These roles are different from positions or offices in the organization. According to Katz and Kahn (1966), office is a relational or power related concept. Office is concerned with the hierarchical positions and privileges, whereas role refers to the obligations attached to that office. Thus, office defines the power of the holder (Mintzberg, 1983). Role determines the obligation of the person holding that office. Pestonjee and Pareek (1997) explains role as the totality of formal tasks, informal tasks and

acts as organized by an individual. Each individual is a member of social systems and the expectation as well as demand of one may put pressure on the other. There are 2 role systems: Role Space and Role Set. Both have a built in potential for conflict and stress (Pareek, 2003).

It may be expected that organizational role stress will operate in interaction with the general ill-being and well-being. There is an expected high relationship of organizational role stress with these two.

There is ample literature to associate life stress and coping resources to feeling of ill-being and well-being. The stress diathesis model essentially says that the effect of stressors on illness and wellness is not absolute, but a function of moderating factors like inner strength and coping techniques (Lazarus & Folkman, 1985; Folkman & Lazarus, 1988). One significant study by Dohrenwend (2000) asserted that three lines of research provide strong evidence that environmental adversity is important in the occurrence not only of post-traumatic stress disorder (PTSD) but also of other types of psychopathology, including major depression, alcoholism, substance use disorders, antisocial personality disorder and nonspecific distress. Dohrenwend developed a basic proposition that the likelihood of onset of the above types of disorder increases with two factors: (1) the proportion of the individual's usual activities in which uncontrollable negative changes take place following a major negative event; and (2) how central the uncontrollable changes are to the individual's important goals and values. Robinson (2000) studied how daily life events influence the affective and cognitive components of well-being (WB). Results from cross-sectional and longitudinal studies of undergraduates showed that life events are closely related to mood states, mood states are closely related to cognitive wellness. And mood states appear to serve as the nexus through which changing life circumstances

affect cognitive wellness. These results are consistent with a mood-mediation model, which assumes that mood states serves as a reactive index, and provides a hedonic summary of recent life experiences. The role of available internal and environmental resources has also been considered. Thus, these integrated studies provide strong evidence to the role of life stressors along with coping ability in quality of life of the individual. However, specific studies on organizational role stress with special emphasis on IT professionals are rare. Gender differences in this regard have also been

Thus, the present study is an extension of the earlier literature on stressor-coping-mental health relationship in case of IT professionals of India.

Hypotheses:

1. There is significant positive relationship of subjectively experienced Distress, and Organizational role stress and significant negative relationship of Wellness with Distress and Organizational role stress among IT professionals of Kolkata
2. The (a) subjectively experienced Distress, (b) Wellness and (c) Organizational role stress among IT professionals of Kolkata will differ significantly between the male and females.
3. The (a) subjectively experienced Distress, (b) Wellness and (c) Organizational role stress among IT professionals of Kolkata will differ significantly between the high and low age groups.
4. It is possible to predict (a) subjectively experienced Distress, (b) Wellness and (c) Organizational role stress among IT professionals of Kolkata from life stress and coping resources taken together.

Method

Sample:

Data were collected from six IT companies of Kolkata. Purposive sampling technique was

used to locate IT professionals of Kolkata after fixing certain parameters in terms of the age range, the socio-economic background and the educational qualifications. A total of 101 respondents, 60 were male and 41 female. The mean age was 29.13 years, with a mean work experience of 4.29 years. The mean per capita income was Rs. 9331. 00. Among the respondents 67% were unmarried and 33% married.

Measures:

General Health Questionnaire (GHQ) Goldberg and Hiller (1979) – The General Health Questionnaire was designed to be a self-administered screening test aimed at detecting psychiatric disorders among respondents. There are different versions of GHQ available depending upon the number and nature of items. GHQ – 28, containing 28 items, is derived from factor analyses of GHQ – 60 and consists of 4 subscales for somatic symptoms, depression, anxiety and severe depression.. Each items has four response alternatives. Its Split – half reliability is .97. Its sensitivity and specificity are .8 and .88 respectively.

PGI-Well-Being Scale: It was developed by Verma, Dubey, and Gupta (1983). The PGI Well-being scale is a 20 items scale constructed with a low difficulty level to suit Indian conditions. The scale is self – administered and the instructions are provided in the beginnings of the questionnaire. The participants are asked how they had been feeling these days (past one month). Its Kuder – Richardson reliability is .98, while the Test – Retest reliability is .91.

Organizational Role Stress Scale (ORS- Scale) by Pareek (1983) – It Consists of 50 items which include 10 different domains, namely, Self – Role Distanc, Inter – Role Distance, Role Stagnation, Role Isolation, Role Ambiguity, Role Expectation Conflict, Role Overload, Role Erosion, Resource Inadequacy and Personal Inadequacy. Retest reliability

coefficients were calculated for a group of about 500 employees from three (Sen, 1981).

Presumptive Stressful Life Events Scale (PSLES)by Singh Kaur and Kaur, (1984) – PSLES consists of 51 life events, and is based on the Social Readjustment Rating Questionnaire by Holmes and Rahe (1967), which consists of 43 items or life events. This scale is especially prepared for the adult Indian population. It assesses the number of life events experienced in a life time, in the past one year, frequency of occurrence of each event and quantitative estimate of presumptive stress of each of the life events. The Test-Retest reliability for the scale was found to be .73.

The Coping Checklist by Rao, Subbakrishna, and Prabhu. (1989) – The Coping Checklist developed by Rao is an open ended questionnaire consisting of 70 items relating to things that people do in times of stress in general, and is scored on a yes/no format. The scale was self administered and the instructions were provided at the beginning of the questionnaire. The subject is required to check those coping mechanisms that he uses when faced with a problem or stressful situation. The total number of items reported by an individual is indicative of the size of his coping repertoire.

Results

The Pearson's product Moment correlations coefficient values were calculated to test Hypothesis 1. Results indicated that for the total sample Distress was significantly and positively associated with Organizational Role Stress ($r = 0.35$, $p < 0.01$ with 99 df) and negatively and significantly associated with Wellness ($r = - 0.44$, $p < 0.01$ with 99 df). Wellness was significantly and negatively associated with Organizational role stress ($r = -0.25$, $p < 0.01$ with 99 df). Therefore Hypothesis 1 was accepted. Subsequently, the means and standard deviations of Distress, Organizational role stress and Wellness for

women and men separately as well as for the total sample were calculated. For testing Hypothesis 2, t-tests were conducted to

determine whether there existed significant sex difference in the above variables. The results are presented in Table 1.

Table 1: Mean, SD and t values for Distress, Wellness and O R S of IT Professionals (for total sample).

Dimensions	Total sample (N=101)		Males (N=60)		Females (N=41)		t-values	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Distress	1.99	3.07	1.95	2.90	2.05	3.34	-0.16	
Wellness	13.81	4.92	13.00	4.86	15.00	4.81	-2.04*	
Organizational role stress	73.58	24.05	77.38	26.86	68.02	8.13	1.95	

* $p < 0.05$

** $p < 0.01$

The results indicate that both men and women experience equal level of general distress. General wellness is higher among women. Organizational role stress is higher among men, although the t-value falls just below statistical significance (p being 0.054). Therefore hypothesis 2b only was accepted

and hypotheses 2a and 2c were rejected. Subsequently, the means and standard deviations of Distress, Organizational role stress and Wellness were calculated for subjects of high and low age group. For testing Hypothesis 3, t-tests were conducted. The results are presented in Table 2.

Table 2: Mean, SD and t values for Distress, Wellness and O R S of IT Professionals: (older and younger age groups)

Dimensions	Older Subjects (above 30 years) N=38		Younger Subjects (below 30 years) N=63		t- values
	Mean	SD	Mean	SD	
Distress	2.76	3.48	1.52	2.72	1.994*
Wellness	13.00	4.37	14.30	5.19	-1.293
Organizational role stress	78.53	28.43	70.60	20.65	1.617

* $p < 0.05$

** $p < 0.01$

Table 2 reveals that persons below or equal to 30 years of age report greater Distress than persons above 30 years of age. But no significant age difference was found in Organizational role stress and mental health

indices of IT professionals in terms of Wellness. Therefore hypothesis 3a only was accepted and hypotheses 3b and 3c were rejected.

To test Hypotheses 4, Multiple Regression Analyses were conducted with number of

Table 3: Multiple Regression Analysis for various Dimensions (Distress, Wellness and ORS)

Dimensions	Predictors	Standardised Coefficient	t Beta	R	R ²	Adj. R ²	SE of Estimate	F(with df 2, 98)
Distress	Constant		1.51	0.06	0.004	0.01	3.10	0.19
	LES	0.06	0.61					
	Coping	-0.02	-0.22					
Wellness	Constant		7.06**	0.24	0.06	0.04	4.82	3.10*
	LES	-0.24	2.38*					
	Coping	0.11	-1.10					
Organisational role stress	Constant		8.37**	0.26	0.07	0.05	23.46	3.57 *
	LES	0.23	2.28*					
	Coping	-0.17	-1.73					

** p < 0.01 * p < 0.05

Coping resources and Life events as predictor variable and Distress, Wellness and Organizational role stress of IT professionals as predicted variables. The results are presented in Table 3.

Table 3 indicates that Life stress is generally associated positively with distress and organizational role stress and negatively with wellness. Coping is generally associated positively with wellness and negatively with distress and organizational role stress. However, Distress could not be predicted adequately from Life stress and Coping resources taken together. Wellness and Organizational role stress could be predicted from these two variables. Therefore Hypotheses 4b and 4c were accepted and 4a was rejected. Table 3 further indicates that Life stress was related more strongly to Wellness and Organization role stress than was coping. Together these two predictor variables explained 4% of the variance in Wellness and 5% of variance in Organizational role stress.

Discussion

Relationship between subjectively experienced Distress, Wellness and Organizational role stress

Organizational Role Stress and distress are positively related and distress and wellness are negatively related. It is quite obvious that if an individual is suffering from work place stress it is more likely would affect his/her personal life. Study by Wheeler and Lyon (1992) suggests that stress can lead to social and domestic problems. If a person is stressed his general well-being will automatically decline. A study by Albuquerque, Rao, Rao, Subbakrishna and Prabhu (1990) suggested that low GHQ scorers perceive more events as being positive. Smith, Johnson and Sarason (1978) found that discomfort scores were unrelated to positive and total change scores, but were significantly related to amount of negative change occurring over the previous year. Other researchers have reported similar findings (Nezu & Ronan, 1988). With regard

to the dimensions of controllability, the low GHQ scorers perceived events as within control whereas high scorers saw them as beyond control. Several researchers have reported similar findings. (Baumgardner, Heppner & Arkin, 1986; Caplan, Naidu & Tripathi, 1984). Our finding is confirmed by these studies.

Gender difference in wellness among IT professionals

The present findings reveal that women and men in IT profession were comparable in terms of distress, male had higher but not statistically significant organizational role stress than women and women had greater subjective sense of wellness. A number of earlier studies have emphasized that working women in general face higher stress levels and possibly adverse health effects, presumably because they bear a greater and more diffuse workload than men. These asymmetries are manifested not only in terms of differential susceptibility and exposure to risks – for example vulnerability to sexual violence, but also, fundamentally, in the power of men and women to manage their own lives, to cope with such risks, protect their lives and influence the direction of the health development process. This balance of power has generally favoured men and related women to a subordinate, disadvantaged position (Pan American Health Organization, 1997)

But in case of the present study it was seen that the women are in better position in terms of wellness. The World Health Report (WHO, 1998) states categorically that women's health is inextricably linked to their status in society. So this increased wellness of female employees might be a result of higher social status associated with the IT profession. Giguette, Lopez, and Schulte (2006) reported that females appear to have at their disposal better alternatives than men in terms of seeking social support and finding professional assistance. Astor – Dubin and Hammen (1984) found that females utilize both behavioural and cognitive type of strategies,

while males predominantly employ cognitive strategies. The coping behaviours differentially used by females and males have also been reported by Albuquerque et al. (1990). Both males and females use a combination of problem and emotion focused strategies. In the problem focused domain males report the use of problem solving action while females tend to focus on creating new sources of satisfaction. Again, females and males differ in the ways in which they seek emotional discharge. Females report strategies such as crying and going shopping, while males reported behaviours such as seeing movies and resorting to smoking, drinking alcohol or sexual comfort. On the basis of such evidences it may be said that so far as IT profession in India is concerned, the status of the profession itself coupled with the higher social strata of most employees, women are better off than men.

Effect of age on subjectively experienced distress of IT professionals

The results also indicated that the older age group (above 30 years) of IT professionals face greater distress than the younger generation. As people age the ability to achieve relaxation response after a stressful event becomes more difficult. Aging may simply wear out the systems in the brain that respond to stress. So, aged persons may find it difficult to cope with the great demands of their lives. Moreover, the IT discipline is subject to continuous and fast-paced changes that require continuous upgrading of knowledge on the part of the professionals. This also plays a significant part in contributing to stressful situation. A study by Holmes and Rahe (1967) indicated that changing to different lines of work are more stressful to elderly people than younger ones. In a study on the effects of computers on work place stress by the Government of Canada (December 2002) it was observed that to learn new computer skills is more likely to cause workplace stress for older workers. IT professionals also have to

work under constant time pressure having to work for long hours to complete the work under tight schedules and time deadlines to meet. This also causes additional stress for older persons who are more troubled with health, family and social matters.

Prediction of subjectively experienced Distress, Wellness and Organizational role stress from stressful life events and coping resources

Coping resources and life stressors usually have significant effects on mental health. In the present study also coping resources and life stressors significantly predicted wellness and Organizational Role Stress of IT professionals but could not predict distress. One reason of such findings may be that distress as assessed by GHQ-28 emphasizes categorical distress symptoms observed most commonly in psychiatric conditions and the present sample of IT professionals had a GHQ score very much within the normal range. Thus, in a psychiatric sense it was a symptom-free group and thus relatively homogenous with little intra-group variance. The relationship of life stress and coping with Wellness and Organizational role stress were in expected direction. Number of available coping techniques was associated with greater wellness and less role stress, while number of stressful life events was associated with lesser wellness and greater Organizational role stress. Similar findings have been observed by Bliese and Halverson (1996), Jex, Bliese, Buzzell, and Primeau (2001), Srivastava and Singh (1988).

Conclusion

The present study reveals that among IT professionals of Kolkata, subjectively experienced distress and wellness are closely associated with Organizational role stress. In other words, personal and professional stressors exert cumulative effect on the individuals. Women professionals have a greater feeling of wellness and less

organizational stress than men professionals. The older age group is more distressed than the younger age group. Wellness and Organizational role stress can be predicted from the number of stressful life events and coping resources taken together. On the whole, contrary to some findings, IT profession in Kolkata is not unusually stressful for its incumbents and follows the usual stress-diathesis model applicable in all other professions.

References

- Albuquerque, Z. M., Rao, K., Rao, S., Subbakrishna, D. K., & Prabhu, G. G. (1990). Stress and coping in psychologically distressed and non-distressed students. *Indian Journal of Psychological Medicine, 13*, 63-70.
- Astor-Dubin, L., & Hammen, C. (1984). Cognitive versus behavioral coping responses of men and women: A brief report. *Cognitive Therapy and Research, 8*, 85-90.
- Baumgardner, A. H., Heppner, P. P., & Arkin, R. M. (1986). Role of causal attribution in personal problem solving. *Journal of Personality and Social Psychology, 50*, 636-643.
- Bliese, P.D., & Halverson, R.R. (1996). Individual and nomothetic models of job stress: An examination of work hours, cohesion, and well-being. *Journal of Applied Social Psychology, 26*, 1171-1189.
- Caplan, R.D., Naidu, R.K., & Tripathi, R.C. (1984). 'Coping and defense: constellations vs. components'. *Journal of Health and Social Behaviour, 25*, 303-320.
- Diener, E., & Lucas, R.E. (2000). Subjective Emotional Well-Being. In M. Lewis and J. M. Haviland (Eds). (2000) *Handbook of emotions* (2nd Ed.). New York: Guilford. pp. 325-337.
- Diener, Ed., Suh, E., & Oishi, S. (1997). Recent findings on subjective well being. *Indian Journal of Clinical Psychology, 24*, 25-41.
- Dohrenwend, B. P. (2000). The role of adversity and stress in psychopathology: Some evidence and its implications for theory and research. *Journal of Health and Social Behaviour, 41*, 1-19.

- Folkman, S., & Lazarus, R.S. (1988). Coping as a mediator of emotion. *Journal of Personality and Social Psychology*, 54, 466-475.
- Giguette, M. S., Lopez, Jr., A. M., & Schulte, L. J. (2006). Perceived Social Support: Ethnic and Gender Differences in the Computing Disciplines. 36th ASEE/IEEE Frontiers in Education Conference. Session S1G: Student Perceptions of Engineering and Careers. University of New Orleans. <http://fie.engrng.pitt.edu/fie2006/papers/116.pdf#search=%22%20social%20support%20giguette%22>
- Goldberg, D.P., & Hiller, V.E. (1979). A scaled version of the General Health Questionnaire. *Psychological Medicine*, 9, 139-146.
- Heady, B., Holmst, E., & Wearing, A. (1985). Models of Wellbeing and ill-being, *Social Indicators Research*, 17, 211-234.
- Holmes, T. H., & Rahe, R. H. (1967). Scaling of life events by psychiatric patients and normals. *Journal of Psychosomatic Medicine*, 20, 131-137
- Jex, S. M., Bliese, P. D., Buzzell, S., & Primeau, J. (2001). The impact of self-efficacy on stressor-strain relations: Coping style as an explanatory mechanism, *Journal of Applied Psychology*, 86, 401-409.
- Kaluzniacki, E. (1999) An assessment of stress factors among information systems professionals in Manitoba. In E. Kaluzniacki (Ed.) Special Interest Group on Computer Personnel Research Annual Conference. Proceedings of the 1998 ACM SIGCPR conference on Computer personnel research ACM Press New York, USA
- Katz, D., & Kahn, R. L. (1966). *The social psychology of organizations*. New York: John Wiley and Sons.
- Larsen, R. J., & Diener, E. (1985). A multitrait-multimethod examination of affect structure: Hedonic level and emotional intensity. *Personality and Individual Differences*, 6, 631-636.
- Lazarus, R.S., & Folkman, S. (1985). *Stress, appraisal and coping*. New York: Springer.
- Lim K. G. V., & Teo, T. S.. (1999). Occupational stress and IT personnel in Singapore: Factorial dimensions and differential effects. *International Journal of Information Management*, 19, 227-291.
- Mintzberg, H. (1983). *Power in and Around Organizations*. New Jersey: Prentice-Hall.
- Nezu, A. M., & Ronan, G. F. (1988). Stressful life events, problem solving, and depressive symptoms: A prospective analysis. *Journal of Counseling Psychology*, 35, 134-138.
- Pan American Health Organization (1997). *Collection and Utilization of Core Data in Health*. Washington, DC: PAHO.
- Pareek, U. (2003). *Training instruments in HRD and OD*. Bombay: Tata McGraw Hill.
- Pareek, U. (1983) *Organizational Role Stress Scale*. Manual. Ahmedabad: Navina Pub.
- Pestonjee, D. M., & Pareek, U. (1997). *Studies in organizational role stress and coping*. New Delhi: D. K. Publishers.
- Rao, K., Subbakrishna, D. K., & Prabhu, G. G. (1989) Development of a coping checklist: a preliminary report . *Indian Journal of Psychiatry*, 31, 128-133.
- Robinson, M. D. (2000). The reactive and prospective functions of mood: Its role in linking daily experiences and cognitive well-being. *Cognition and Emotion*, 14, 145-176.
- Sanderlin, T. K. (2004). Managing Technostress in the Organizational Environment: Symptoms and Solutions. *Annals of the American Psychotherapy Association*, 7, 26-32.
- Schwartz, N., & Strack, F. (1999). Reports of subjective well-being: Judgmental processes and their methodological implications. In: Daniel Kahneman, Ed Diener, and Norbert Schwarz (Eds.), *Well-being: The foundations of hedonic psychology*. New York: Russell Sage.
- Singh, G., Kaur, D., & Kaur, H. (1984). Presumptive Stressful life Events Scale – A new stressful life events scale for use in India. *Indian Journal of Psychiatry*, 26, 107-114.
- Smith, R.E., Johnson, J.H., & Sarason, I.G. (1978). Life change, sensation seeking, and psychological distress. *Journal of Consulting and Clinical Psychology*, 46, 348-349.
- Srivastava, A. K., & Singh, H. S. (1988). Modifying effects of coping strategies on the relation of

- organizational role stress and mental health. *Psychological Reports*, 62, 1007-1009.
- Verma, S. K., Dubey, B.L., & Gupta, D. (1983). PGI General Well-being Scale. *Indian Journal of Clinical Psychology*, 10, 299-304.
- Wheeler, S., & Lyon D. (1992). Employee benefits for the employer's benefit. How can companies respond to employee stress. *Personnel Review*, 21, 47-66 .
- World Health Organization. (1998). *The World Health Report, 1998. Executive summary*. Geneva.
- Received: February 28, 2007
Accepted: May 22, 2007

Sunetra Bhattacharya, Research Scholar, Department of Applied Psychology
Calcutta University, 92 APC Road, Kolkata -700 009

Jayanti Basu, PhD, Reader, Department of Applied Psychology, Calcutta University,
92 APC Road, Kolkata -700 009

IAAP News Bulletin

Published by the
Indian Academy of Applied Psychology, Chennai

Send information of personal achievement, organisational and
Professional activities in your region to the Editor

Editor:

Dr. S. Renukadevi

Asst. Professor, Dept. of Education

National Institute of Technical Teachers Training and Research

Taramani, Chennai - 600 113.

Phone : 044 - 22541054 email : banmu@hotmail.com, Web:www.iaap.org.in

Journal of the Indian Academy of Applied Psychology

(A biannual publication of the Indian Academy of Applied Psychology)

Editor

Dr. Panch. Ramalingam

17, 14th Street

Krishna Nagar

Puducherry - 605 008, India

Subscription:

Institutional /Individual (Annual) - Rs.400

Foreign (Annual) - \$ 50

IAAP Life Members (Annual) - Rs.100

All payments should be through bank draft or MO in favour of the Editor,
Journal of the Indian Academy of Applied Psychology payable at
Puducherry.