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Patel, Pradip PhD; Parmar, Mahesh PhD; Kanadiya, Prayatkar PhD; and Makwana, Ranjan PhD, "Occupational stressors and their influence on social, physical and psychological parameters among the LIS professionals in university libraries of Gujarat: A study" (2021). *Library Philosophy and Practice (e-journal)*. 6131.

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Occupational stressors and their influence on social, physical and psychological parameters among the LIS professionals in university libraries of Gujarat: A study

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ABSTRACT:

The pressure experienced by any working professional in their working surroundings called occupation stress is the reaction when characteristics and working conditions do not match with capacity, resources, environment, and needs of the professionals. LIS field is basically a core service sector and LIS professionals are also suffering with certain stressors. physical or psychological suffering caused by stress reduces the man-hours, indirectly reflects in productivity. library professionals experience constant changes in technology, fraction in the budgetary allotment, extensive workload, public dealing all above can make side effect of internal stress. The current study attempted to identify certain stressors and their influence on social, physical and psychological parameters among the LIS. The study finds that there are several factors affecting the performance of professional and gap between the acceptance and performance cause the stress. i.e. job profiles, job satisfaction, job security, lack of reward & promotion policy, information resources, latest technologies and equipment, patrons need and behavior, colleague's relationship, administrative support, cast bias, gender inequality, and many more experienced by professionals. These stressors cause the side effects, designated as the impact of stress on professionals i.e. physical, psychological, behavioral, resistors in work efficiency or personal and social life. occupational Stressors equally affect male and female professionals; however, on certain point the ratios of stress between both vary. males facing more psychological challenges compare to female professionals. The individuals, and organizational motivational and supportive attempts towards the encouraging & balanced working environment development to overcome the issue of stress.

Keywords: Occupational Stress, Stress, Stressors, psychology, job satisfaction

INTRODUCTION:

'Occupational stress', 'job stress' or 'work stress' is one of the major issues for service sector professionals in today's fast-growing economy. (Larson, 2004) stated that job stress, work stress, or occupational stress is expressions which used as synonyms to pronounce the pressure experienced by any working human being. ("NIOSH," 1999) Defined the Occupational stress can as destructive physical and emotional reactions that happen when the basic work characteristics and working conditions do not match with capacity, resources, environment, and needs of the professionals. Every working human faces various types of stress more than once in his professional career. Transformation invented by human beings and endeavoring to adopt in the physical and mental aspects. However, some of the unacceptable transformations produce stress either physical or mental it is. Basically, stress is the by-product of undesirable transactions and the dynamic relationship between the human being and the environment. (Aldwin, 2007; Kaur & Kathuria, 2018; Omolara, 2008). Various facets make a strong impact on stress development and it becomes the reason for professionals distract from contributing their hundred percent in their professional career. A stressful working environment makes a straight away effect on the performance and health of the employee should be harmful to any organization (Kupersmith, 1992; Parmar, 2017). LIS field is basically a core service sector and LIS professionals are also feeling the same stress. It may be due to Technological changes, administrative policy changes, patrons demand, patron behavior, infrastructure, social issues, workload, work distribution, promotion, job satisfaction, and many more accounts prompt the stress in LIS professionals.

STATEMENT OF PROBLEM:

In the Service sector, Stress accounted as the biggest issue for any individual professional. Job profile satisfaction is one of the biggest motives to perform their task; moreover, mentally, and physically healthy employees work promptly towards the benefit and growth of the organization. The field of LIS is also counted as the service sector and the employed manpower in LIS field has been not excluded from the issue of stress. According to (Pantry, 2007) library professionals experience constant changes in technology, fraction in the budgetary allotment, extensive workload, public dealing all above can make side effect of internal stress. Any type of stress always be a barrier in the growing organism and it may distract the goals and aims of the organization gradually. In the field of LIS various significant factors responsible (Salmi, Izwan, Azreen, & Hapizah, 2021) to produce stress in professionals (Haridasan & Sultan, 2002) i.e., job profiles, job satisfaction, job security, lack of reward & promotion policy, information

resources, latest technologies and equipment, patrons need and behavior, colleague's relationship, administrative support, caste bias, gender inequality, and many more. (Pretrus & Klenner, 2003) stated, the ratio of stress specifically in the field of LIS increasing and if the pressure and level of stressors to be rectified properly, it can bring the more advantages to personal, professional, and organizational growth. Undesirable situation among these discussed factors crosses the limit of considerable pressures volume and gradually changes the emotions and behavior; later-on the major emotional and behavioral loss converts into professional stress. To overcome the issue of stress, need attempts to identify and rectify the various aspects and instruments of stress production among the LIS professionals which leads to negative impacts on the various physical, mental, behavioral, personal, social issues and other emotional stimulators directly or indirectly make a strong impact on work efficiency and patron services. Professionals need to enhance the prospect level of the library services to their registered users (Trivedi & Bhatt, 2019). The findings of, stressors and their impact on LIS professionals of universities may yield boost-up tasks for the professionals in the direction to maintain the prestige of the organization which leads to achieve the organizational goals.

LITERATURE REVIEW:

Numerous research works were executed for various professions to analyze occupational stress and its impact however very few research studies were carried out for the LIS professionals to examine the stressors and their impacts. (Togia, 2005) attempted to measure the stress level between Greek academic librarians and evaluate their relationship with a certain background. The sample of 136 academic librarians of Greece was examined with Maslach's burnout inventory; that figured out emotional losses, depression, decrease the level of professional achievement. Experience, gender, age, and participation of work, post, job profile, and involvement in the decision-making process were found independent variables in the study. (Somvir & Kaushik, 2013) examined the stress among the LIS professionals of Haryana revealed that occupational stress equally affects the entire professional's community; there is no significant difference identified in the level of stress by gender, caste, marital status, or working area either rural or urban. (Sivakumaren, 2013) analyzed the 119 LIS professionals of Tamil Nadu to assess the stress factors and their impact. The study revealed that the major of professionals experienced the stress once a while in their career; two major stress generating factors were identified i.e., salary, promotion policy which affect the health and personal life of professionals. However, the employee's concern with their professional stress and attempting reduce the stress with spiritual activities. (Salunke & Hemade, 2015) taken a study to identify the issues of stress

experienced by LIS professionals and attempting to validate the hypotheses that LIS professionals suffering from stress. Data analysis figured out a 34.78% contractual position by nature of job suffering the more with stress. 47.82% compromising with the office environment and personal work efficiency. The major factors identified for stress in the study i.e. lower strength of staff, up down in Budget allocation, latest ICT, infrastructure and resources, and policies responsible to produce and increase the stress among LIS professionals. (ILO, Amusa, Nweke, & Esse, 2019) conducted a research study on stress and performance of LIS professionals of university libraries in Nigeria. The study identified various stressors in professional activities among librarians as well library officers; Lack of career enhancement schemes, low compensation for 91%, lack of motivation for 78% and co-operation for 84%, unconvincing working environment for 69% figured out as the factors of stress production. Stressors cause several types of stress experienced by professionals including anxiety by 28%, trauma-related by 21% family issues by 95%, tiredness by 64%, frustration by 90%, and many more subsequent accountable for lower productivity for the universities. The research suggested that the universities management should determine some strong policies to boost-up the morals and to reduce the job-related stress among the LIS professionals. (Shakil & Mairaj, 2020) measure the job satisfaction ratio in their research study for LIS professionals and paraprofessionals of 17 higher education Commission recognized universities of Pakistan. The study revealed multiple factors either personal or environmental significantly impact job satisfaction. Out on point of job security, remuneration, implementation of latest ICT, and promotion policies, professionals found more satisfied than paraprofessionals. (Devi & Lahkar, 2020) investigated the occupation stress of university LIS professionals for universities located in Assam state. They examined the responses of 66 library professionals; the analysis figured out a higher level of occupational stress experienced by professionals. The result discovered one of the more powerful stressors, work overload with the highest average ($\bar{x} = 6.27$), followed by the low significance of job status with status ($\bar{x} = 5.94$). participation of professionals in policy decisions identified as the stress factor with ($\bar{x} = 5.33$). The study remarks that gender and marital status do not make much impact on stress; no significant difference was recorded between the male-female or married-unmarried LIS professionals.

OBJECTIVE:

The major objective of the current study defines to discover the occupational stressors and their psychological influence among the LIS professional of universities located in Gujarat Region. The specific objectives define as below,

1. To assess the Stressors among the LIS professionals
2. To compare the Stressors and their impacts on gender
3. To identify the mental, and physical impact of stress
4. To recognize the behavioral issues that occurred due to stress
5. To find out the personal and professional deficiency issues

SCOPE AND LIMITATIONS:

The scope of the current study bounded to the designated university LIS professionals i.e. Librarian, Deputy Librarian, Assistant Librarian, Professional Assistant, Library Assistant, Library clerk working in state universities, Grant-in-aid universities, private and self-financed universities, and deemed universities 15 state universities, 21 private universities and 2 deemed universities, running in the Gujarat region. A total of 150 professionals were identified as the targeted mass for the study. However, the non-LIS-staff working in university libraries, purely LIS teaching staff and the LIS professionals of open-university centers excluded in the current study.

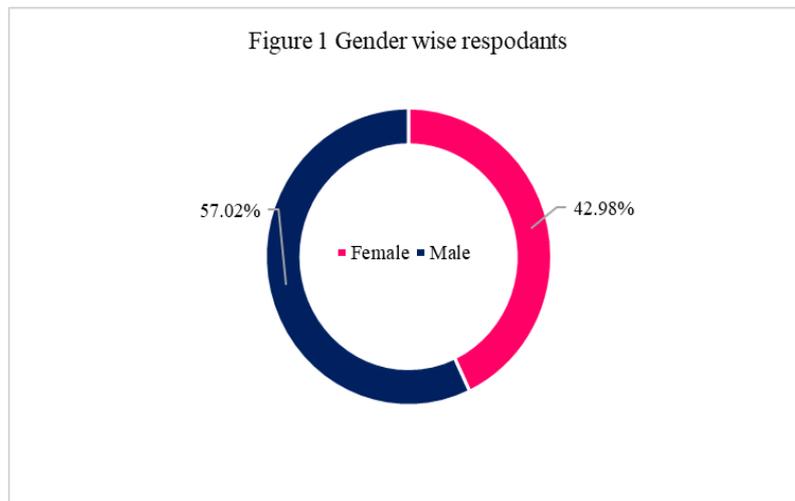
METHODOLOGY:

The method of research influences the research in the proper direction and provides the justified output. The sample size of 150 LIS professionals working in university libraries identified from the 38 universities. The survey method adopted in the current study for data gathering; the questionnaires instrument used as the main tools of data collection followed by the personal interviews. Data were collected by using the Google form. The questionnaires circulated to 150 samples for data gathering, out of that, 121 (80.67%) professionals responded. The responses were distinguished in eight major segments according to of contents i.e., job profile & Satisfaction, working environment, administration & policies, resources & infrastructure, ICT stress, patrons influence, inequality, and professional & personal stability to identify the stimulators of stress. To point out the associated threats of Stressors on professionals the impact characterizes appropriately with their characteristics i.e. Physical, mental, behavioral, work efficiency, and personal issues. Moreover, the physical and mental strength and social and personal role may be different hence the evaluation has been accounted distinctly for male and female professionals. Several studies resulted that the male gender is much satisfied in comparison of females (Nadjla & Hasan, 2009; Wahba, 1975). however, some concluded reverses as female professionals are more satisfied; some research work argued that there is no significant difference between the male and female in the experience of job satisfaction (Devi

& Lahkar, 2020; Wong & Heng, 2009) hence the male and female respondent has been analyzed independently in the current study to explore earlier statements the male and female respondent has been analyzed independently in the current study. Out of all responses, 69 (57.02%) belongs to the male category and 52 (42.98%) belong to the female category; MS excel and R-package employed for data analysis and representation were as requirements.

DATA INTERPRETATION AND ANALYSIS:

The gathered data of 121 professional bifurcated according to gender. Figure 1 shows that 69 (57.02%) belong to the male category and 52 (42.98%) belong to the female category. The below-given graph 1 demonstrates the higher rate of male professionals in comparison of female professionals.



Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	Boring Work profile	4.35	4.35	91.30	5.77	5.77	88.46
2	Heavy Workload	43.48	14.49	42.03	26.92	23.08	50.00
3	knowledge and skills utilization	20.29	18.84	60.87	15.38	26.92	57.69
4	Low Salary	33.33	15.94	50.72	36.54	26.92	36.54
5	Lower Job Profile	15.94	14.49	69.57	15.38	13.46	71.15
6	Promotion Policy	46.38	26.09	27.54	40.38	30.77	28.85
7	against values and morals	27.54	23.19	49.28	5.77	19.23	75.00

M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree

Table 1 describes the response of basic Occupational Stressors. Job Profile is the most basic instrument of the employee work role. The boring work, heavy workload, improper

deployments of knowledge experience, and skills, lower rate of remuneration, lack of promotion, and work assign against the values and morals, and many more accounted as the basic stress catalyst which can bring toward the lower productivity of individuals. where; only 4.35% male and 5.77% female admit that their work profiles are boring, however, 43.48% male and 26.92% female acknowledged the heavy workload. Salary is the most impactful instrument of job satisfaction (Taylor & Vest, 1992); here, 33.33% and 36.54% of male and female respondents were not satisfied with the salary. The promotion policy is one of the biggest stressors where male 46.33% and female 40.38% professionals disappointed with the existing promotion policy. Values and morals are pillars of a healthy society and with the concern of the issue 27.54% of males facing the issue of work assigned against the values and morals where only 5.77% of females accept the situation; the notable difference between the male and female about the values and moral in work culture.

Table - 2 Working environment							
Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	challenging hazardous task	31.88	20.29	47.83	17.31	26.92	55.77
2	contradictory instructions	18.84	26.09	55.07	17.31	19.23	63.46
3	Colleague Conflicts & interference	21.74	18.84	59.42	11.54	15.38	73.08
4	higher expectations	57.97	17.39	24.64	36.54	32.69	30.77
5	lack of time	18.84	15.94	65.22	15.38	9.62	75.00
6	Suggestion Acceptance	69.57	15.94	14.49	53.85	28.85	17.31
M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree							

Table 2 shows the Stressors explore through the working environment. 31.88% male 17.31% female answered hazardous and challenging work task assignments. 57.97% male and 36.54% females suffered from the higher expectation of authorities. A healthy environment and positive relationships with colleagues influence positive performance. (Whartan & Baron, 2004). 21.74% male & 11.54% female facing the issue of colleague conflicts & interferences; contradictory instructions experienced by 18.84% male & 17.31% female counted subsequently. Near about 65.22% male and 75.00% female acknowledge the sufficient timing to perform the task in comparison of it 18.84% male and 15.38% female facing lack of timing to perform the task. Open environment for suggestions and discussions discovered new ideas and its essential for the healthy work culture and growth of organization; The responses of professionals is a matter of worry in LIS field where 69.57% male and 53.85% female admitted that their suggestions not accepted by the higher officials.

Table - 3 Administration & Policies							
Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	Administrative support	18.84	15.94	65.22	15.38	11.54	73.08
2	DoP limitation	17.39	20.29	62.32	11.54	25.00	63.46
3	Relationship with Higher Management	39.13	31.88	28.99	32.69	26.92	40.38
4	Involvement in Decision Making	68.12	18.84	13.04	38.46	36.54	25.00
5	Protection the interests of employees	40.58	26.09	33.33	30.77	30.77	38.46
6	Policy Upgradation	30.43	28.99	40.58	30.77	19.23	50.00
M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree							

Table 3 outlines the stressors occurrences cause of administrative policy deficiencies. Administrative policies make a big impact on the working environment; the policy bounds the employees with rules and regulations however, sometimes it generates a negative impact on professionals' surroundings. 18.84% male and 15.38% female support the question of lack of administrative support. 17.39% male and 11.54% female were dissatisfied with the Delegation of Power (DoP) policy. 39.13% male and 32.69% Females have issues in relationships with higher management. Participation in the decision-making process may increase the level of professional satisfaction (Moorhead & Griffen, 1992). The improper utilization of skills, knowledge, and experience in the decision-making process was acknowledged with the 68.12% male and 38.46% female. 40.58% male and 30.77% of females believe that the several policies are against the interest of employees. Out of the total respondents, 30.43% male and 30.77% female agreed in view to require the up-gradation in existing policy and interested in about the new policies designs and implementations in the interest of employees.

Table - 4 Resources & Infrastructure							
Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	Lack of Infrastructure	10.14	14.49	75.36	5.77	13.46	80.77
2	Lack of Resources	7.25	7.25	85.51	3.85	5.77	90.38
M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree							

Table 4 represents the stress stimulated by the various types of resources & infrastructure that exist in the library. Many of the services may depend on library infrastructure as well the resources collection developed and subscribed by library. Lack of suitable infrastructure and

insufficient tools (Ajala, 2011) become the hurdle to serve the patrons. According to respondents 10.14% male and 5.77% female agreed on the lack of infrastructure issue. 85.51% male and 90.38% female satisfied with library resources however 7.25% male and 3.85% female concern about lack of resources make hurdles to serve the patrons needs.

Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	Lack of equipment	55.07	11.59	33.33	40.38	25.00	34.62
2	Upgradation in ICT	11.59	8.70	79.71	15.38	5.77	78.85
M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree							

With time libraries have to be move with the latest technology and convincingly going to upgrade the hardware and software accordingly toward the need for continuous staff training and maintenance to support the goals of the academic information requirement. (Akakandelwa & Jain, 2013; Norulkamar, Amin, & Khairuzzaman, 2009) to deliver prompt and stress-free services. Major of the university libraries are well equipped and functioning with the support of the latest ICT. Table 5 shows that 55.07% of males and 40.38% of females facing the problem to serve patron needs with lack of equipment in the library. It is visible in the response that a major chunk of LIS professionals welcoming the latest ICT only 11.59% male and 15.38% female facing inconvenience toward the latest technology adoption and practice.

Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	Unable to understand patron need	8.70	7.25	84.06	7.56	9.62	82.82
2	difficult to identify readers Behaviour	13.04	17.39	69.57	9.62	15.38	75.00
3	difficult to identify readers personality	7.25	15.94	76.81	5.77	17.31	76.92
M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree							

Patrons required perfect attention during the library visit and staff have to be proper concerns to satisfy their information, data, and knowledge requirements (Patel & Soni, 2018). In the service sector, the reaction and response of employees highly depend on the requirements, behavior, and psychological personality of patrons. Many times, it is observed by professionals that the patron demands not much clear and inappropriate which should either be difficult to deliver with limited resources or maybe against the rule's regulations of organization.

According to table 6 express, 8.70% of male and 7.56% female professionals have difficulties understanding patron requirements. In the response to a question to identify the user behavior and psychological personalities females were subsequently 13.04% male & 9.62% female and 7.25% male & 5.77% admit that they facing difficulties.

Table - 7 Inequality							
Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	Factor of Gender	5.80	4.35	89.86	13.46	1.92	84.62
2	Factor of racism	7.25	5.80	86.96	9.78	9.62	80.60

M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree

Table 7 displays the figure of inequality and racism as occupational stressors. Gender equality and cast are believed as the rights of every human being. The socially immoral practice of inequality is noticeable somewhere in professionalism. The respondent LIS professional victims the same in the career; male 5.80% and 13.46% female professionals' sufferers with the gender inequality. Similarly, the cast factor becomes the barrier for 7.25% male and 9.78% of female respondents who faced the cast-related issue even a single time in their career.

Table - 8 Profession & personal stability							
Sr. No.	Occupational Stressors	M-A (%)	M-U (%)	M-D (%)	F-A (%)	F-U (%)	F-D (%)
1	Interfering personal life	27.54	18.84	53.62	19.23	19.23	61.54
2	Social Status	86.96	5.80	7.25	90.38	5.77	3.85
3	frequently need break	7.25	13.04	79.71	3.85	11.54	84.62

M-A: Male Agree, M-U: Male Undefined, M-D: Male Disagree F-A: Female Agree, F-U: Female Undefined, F-D: Female Disagree

Table 8 shows significant relativity in family-work and work-family issues. Stress catalyst related to personal and professional stability shows in table 8. The most difficult task for professionals, to maintain the balance between professional and personal life. Interference of professional matters in personal life and personal matters in the profession should fail to justify the enthusiastic contribution. (Rahimi, soheili, & Rostaei, 2020). A total of 27.54% male and 19.23% female accepts their professional issue make a negative impact in personal life. Due to the Stressors of professional and personal stability 7.25% male and 3.85% female believe in need of frequent breaks from their professional routine. However, 88.96% male and 90.38%

female acknowledge the profession honored them constructive social status and satisfied with the same.

IMPACT OF STRESS ON PROFESSIONALS

All single occupational stressors cause side effects directly or indirectly. Earlier work of (Farler & Broady-Preston, 2012; Petek, 2018; Topper, 2007) revealed that a much amount of stress produces health issues, lower performance, less productivity, negative approach toward patrons and organization, anxiety, and many more. These kinds of side effects are designated as the impact of stress on professionals i.e. physical, psychological, behavioral, resistors in work efficiency or personal and social life. Social and psychological factors interplay a crucial character for professionals working in libraries (Pors & Johannsen, 2002). Male professionals and female professionals have different issues different challenges, demonstrate and discuss below.

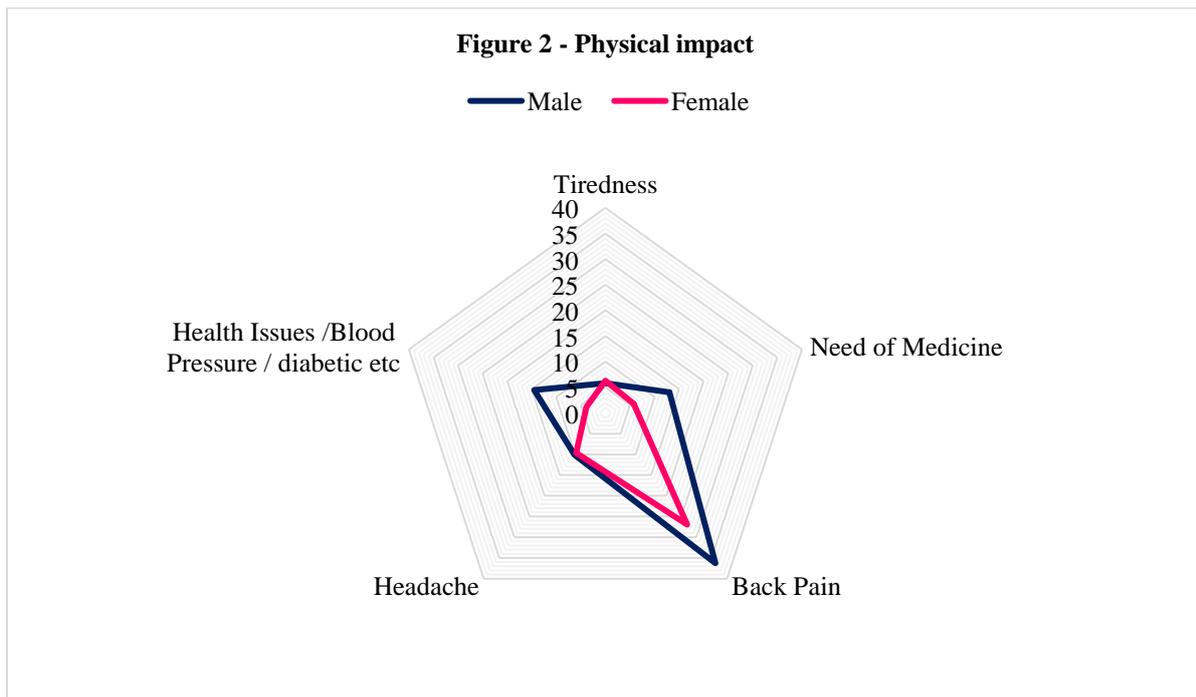
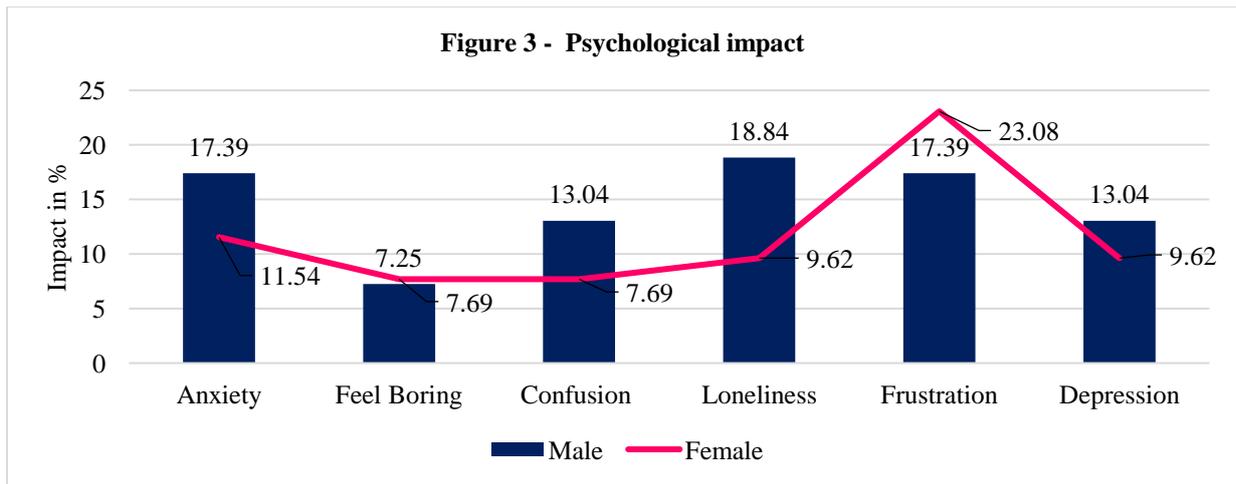
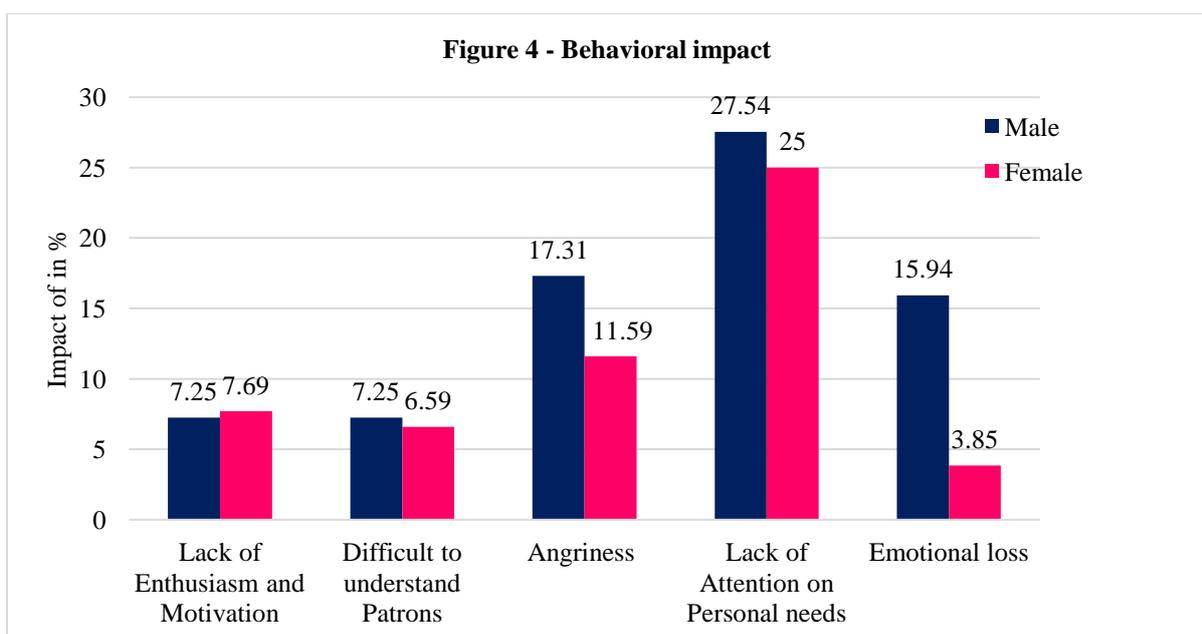


Figure 2 radar chart reflecting the physical impact of stress. Health issues, tiredness, headache, and back pain are the major signs of physical side effects. 5.80% male & 6.28% female feels tired in the job. Health issues like blood pressure, diabetes, etc. experienced by 3.85% of females which is low in comparison of males with 14.49% The Backpain was noted as an extreme physical issue; 36.23% male and 26.92% females facing the same. 13.04% male and 5.77% females need medicine on regular basis due to physical damage of occupational stress.



Psychological stress shows in figure 3, recognized as one of the major factors which can lead to several diseases (Al-shargie, Tang, Badruddin, & Kiguchi, 2018). The psychological challenges, anxiety, boringness, confusion, loneliness, frustration, depression developed due to the occupational stress demonstrated in figure 3. (Jackson & Schuler, 1985) identified professional Stressors as the sources of psychological burden i.e. nervousness, depression, anxiety, irritability, and more. A total of 17.39% male and 11.54% female often become sufferers from anxiety. 13.04% male and 7.69% committed that they are much confused about their task and performance. 9.62% female and almost the double 18.84% male professionals' victims of loneliness. Females accounted higher rate on the point of frustration where 23.08% of females agree with frustration in comparison to 17.39% of males. 13.04% of males acknowledge the depression and 9.62% of females accepted the same. It's clearly visible that the male facing more psychological challenges in comparison to female professionals.



Stress is one of the instruments can develop the behavioral changes in human being. Professionals face several behavioral issues as the by-product of stress demonstrates in figure -4. A figure of 27.54% of males and 25.00% of female’s opinion that the stress impact firmred on their attention on personal needs. The equivalent ratio of males and females facing the lack of enthusiasm subsequently 7.25% and 7.69%. 7.25% male and 6.59% female professionals experienced difficulties to deal with, identifying, and understanding the patrons’ requirements. Anger distinguished as the major factor, 17.31% male and 11.59% female accepted the occurrences of angriness. The female seems to be a much mature and stronger on point of emotional loss, only 3.85% females have issues of emotional loss in comparison of males with 15.94%

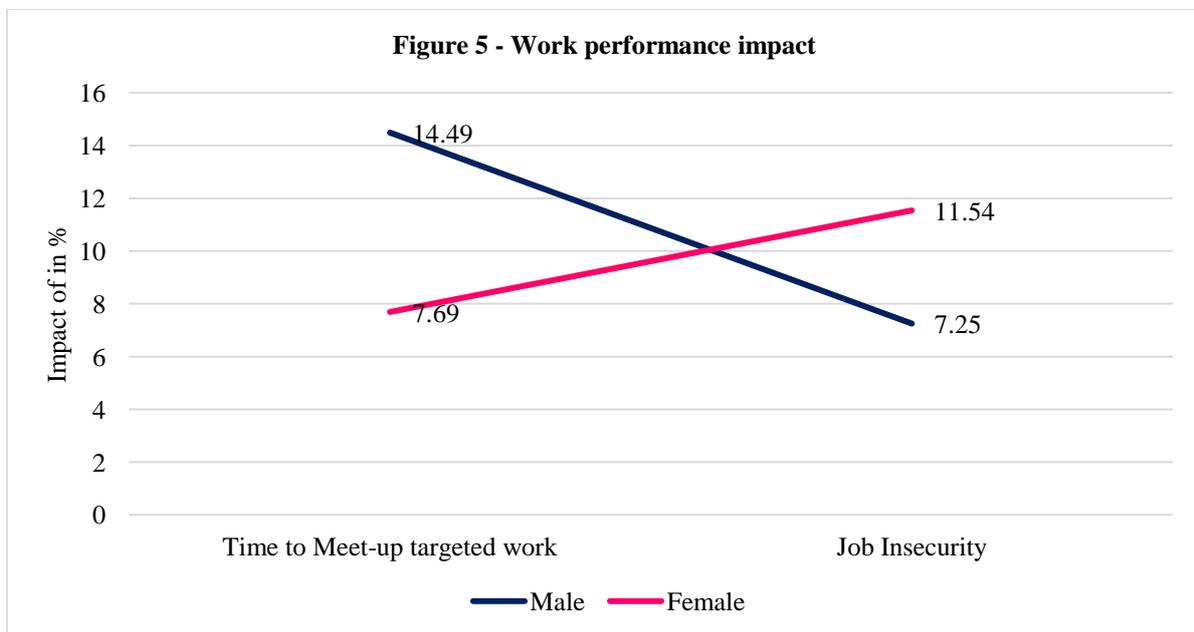
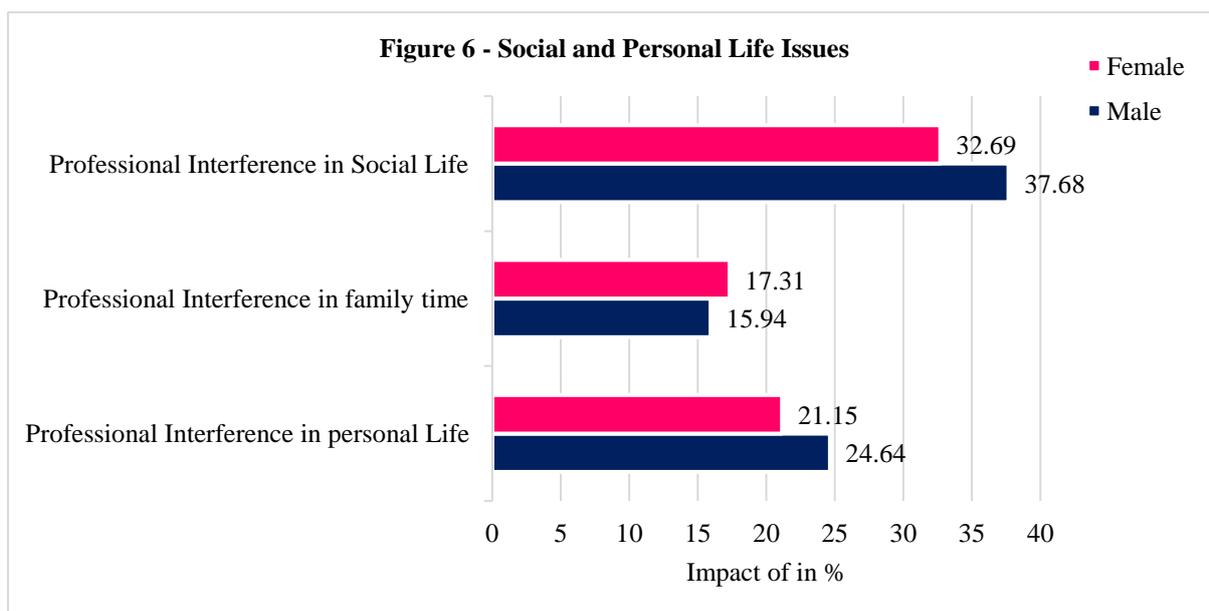


Figure 5 shows the work performance decline due to the stress. 14.49% male believes that the spent the much more time to complete the allocated task where nearby half, only 7.69% female acknowledged the same. However, a reverse graph found on the matter of job security; only 7.25% male works under the burden of a job security issue and female professional found more conscious about their job, and work under the pressure of job insecurity.

Figure 6 explains the impact of occupational stress on personal, family, and social life. 24.64% male and 21.15% female acknowledge the negative impact of stress on personal life. 15.94% male and 17.31% Females agreed that infrequently the professional stress interfering with their family time. Social interference accounted for 37.68% male and 32.69% female LIS professionals.



FINDINGS:

The study finds that there are several factors affecting the performance of professional and gap between the acceptance and performance cause the stress. The analysis revealed that the male professionals suffering from the issue of heavy workload. Almost 1/3 of the total professionals either male or female not satisfied with their salary and remuneration. The biggest factor is the promotion policy; males and females are both disappointed with their existing institutional promotion policies. hazardous and challenging assignments, colleague conflicts and interferences, contradictory instructions deconstruct the professional efficiency. A near about ½ male professionals and 1/3 of female professionals believe that management expecting higher performance and productivity. A few numbers of employees experienced less administrative support and inappropriate distribution for delegation of power as well the less involvement in the decision-making process. 40.58% male and 30.77% female professionals believe that the several policies are against the interest of employees. A total of 1/3 professional favored the requirement to review the existing policy in the interest of employees. A total of 55.07% of males and 40.38% of females experienced a lack of equipment in the library to serve the patrons' requirements. 11.59 male and 15.38% female LIS professionals feel inconvenience in the adoption of the latest technology. Less than 10% of professionals were unsatisfied with the existing infrastructure and resources of the library. Near about 10% experienced difficulties to understand patron behavior, psychological personalities, and the information requirements. Existence of gender inequality and racism reported in the profession; 5.80% male and 13.46% female professional suffers from the gender inequality and near about a 10% of professionals

suffers from racism. Male and females both have issues with professionalism interfering with their personal life and they required a frequent break from their professional routine.

The analysis revealed that the much amount of stress harmful to the physical health of professionals which cause the born of tiredness, headache, back pain, and other health issues. Due to the physical stress, 13.04% male and 5.77% female need medicine on regular basis to overcome the health problems. The presence of psychological stress is recognized; males facing more psychological challenges compare to female professionals. The psychological challenges i.e., anxiety (17.39% male; 11.54% female), confusion 13.04% male; 7.69% female), loneliness (18.84% male; 9.62%), frustration (17.39% male; 23.08% female), depression (13.04% male; 9.62% female) developed in professionals due to occupational stress. Stress causes several behavioral issues recognized i.e., lack of enthusiasm, difficulty to understand patrons, angriness, lack of attention on personal needs, and emotional loss, etc. Around ¼ of professionals of both gender experienced a lack of attention on personal needs. The female seems to be a much mature and stronger on point of emotional loss, only 3.85% of females sensed emotional loss in comparison of males with 15.94%. Shortage of time in allocated work and pressure of job insecurity experienced by professionals. The adverse effect of occupational stress arises personal, family, and social life of professionals.

CONCLUSION:

The study concludes that occupational Stressors equally affect male and female professionals. The physical or psychological suffering caused by stress reduces the man-hours, indirectly reflects in productivity. Individual professionals should encourage their selves and positive attitude development to reduce the several areas of stress. Interference of professional matters in personal life and personal matters in the profession should break down the growth and enthusiasm, the practice of physical and mental exercises can assist to change the degree of stress and stressors. Organizations have to develop the mechanism to overcome the issue of stress. Allotment of work according to their interest, appropriate distribution of workload, proper utilization of their experience, and acceptance of precise suggestions can be the motivator. The higher authorities can provide a balanced work environment, apricate the work performance accordingly to strength and weakness. Moreover, to overcome professional weaknesses, administrators should organize the associated training and workshops and make sure the active participation of professionals. Appropriate administrative support, proper distribution of power, and active involvement in the decision-making process may get better results to control

the stressors. The reformation of promotion, salary, and services-related policies regularly can initiate a positive impact on employees. Gender inequality and racism accounts immoral practice and organization should implement strict guidelines to reduce them with providing equal opportunities. Motivation and award reward policy can provide comfort to their job performance. The analyses indicate that professionals respond constructive toward the technological changes, however, organizations have to make proper arrangements of infrastructure, training, and sufficient support of latest equipment.

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