ORIGINAL RESEARCH PAPER

Psychology

A PSYCHOLOGICAL STUDY ON STRESS TOLERENCE AND EMOTIONAL STABILITY OF EMPLOYEES

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ABSTRACT

The present study aims at investigating the study of Emotional Stability and Stress Tolerance of college Students on the basis of demographic variables and also to analyze whether there is any influence of emotional stability and stress tolerance of college students. Two hundred samples were selected from various college. Convenient sampling method was used for collecting data. Stress Tolerance Scale by C.S.Reshmy & S.R. Sam (1999) and Emotional Stability Scale (Goldberg's Big Five Personality Scale 1992) was used for this study. To analyze the data correlation and t-test were used. The results showed that there is a significant relationship between emotional stability and stress tolerance among college students.

INTRODUCTION

Stress is a feeling that we have where we evaluate of appraise a situation as something that overload or strains our psychological resources. (Plotnik,1993). Stress is more damaging to adjustment than moods because it is persistent. The person who is in a 'bad mood' will be nervous and on edge, but these condition will end when the mood passes. (Hurlock, 2011). Stress can react in physically and psychologically. The symptoms may be fast breathiness, asthma attack, memory problem, trouble in taking decision, poor judgment and lack of concentration. Many different things causes stress physical to emotional, such as threat, fear, uncertainty, cognitive dissonance, life causes, frustrations, conflicts, pressures, environment, fatigue and overwork. An emotion is a complex psychological state that involves three distinct components: a subjective experience, a physiological response, and a behavioral or expressive response. (Hockenbury & Hockenbury, 2007). Emotional stability (Goldberg, 1992) or also known as Neuroticism (Costa & Mc Craem 1992a,1992b). Emotional instability can causes anxiety, moodiness, worry, envy, and jealousy. Stress tolerance depends on the way one perceives stress and deal with it (Weiten, 1995). Stress tolerance is the ability to handle emotionally charged situations and to resist burn outs in demanding environments. (Jameson, 2003)

Emotional stability : Reynolds, R., Cecil, R., Bradley., & Michael (2012) investigated Emotional stability of intellectually superior children versus non-gifted peers as estimated by chronic anxiety levels. They evaluated the emotional stability of 465 intellectually gifted (WISC or Stanford- Binet Intelligence Scale IQs above 129) 2nd – 12th graders and 329 graders attending regular classroom programs. The test result revealed that the intellectually gifted sample consistently displayed lower levels of anxiety than their non gifted peers, indicating better overall adjustment. Emotional stability refers to the state of being able to have the appropriate feelings about the common experiences and being able to act in a rational manner. Stability means to be emotionally and physically predictable and not readly moved. People that are emotionally stable are able to tolerate the day to day strains and stresses by not getting emotionally upset, anxious or angry. (Hutton, 2010).

Sample: 200 samples randomly selected based on the age group from 25 and above. Convenience sampling method was adapted to select the sample for the present study. The demographic variables such as age, gender, place of residence, parent's education, family's monthly income, type of family, occupation and marital status are considered in this study.

Tools Used

The following standardized questionnaires were used in the survey along with the personal data sheet, which explores the demographic social variables of the subject.

1. Stress Tolerance Scale:

This scale is developed by C.S. Reshmy & S. R. Sam in 1999, consist of 24 statements. It is a five point scale which is A, B, C, D, and E. A stands for Strongly agree, B stands for agree, C stands for undecided, D stands for disagree and E for strongly disagree.

2. Emotional Stability (Goldberg's Big Five Personality Scale (1992))

Only ten emotional stability statements were chosen from that scale. So for testing the reliability and validity of that scale, a test-retest method has been conducted before using them for the final investigation. The questionnaire was given to 50 participants and after 15 days again the test is administered to the same fifty participants. Participants rated items in a 5 point Likert scale, from 1 (very inaccurate) to 5 (very accurate). Reliability of this scale is 0.82 and validity is 0.90.

Data analysis: t-test, correlation, and regression analysis was used for this study.

RESULTS AND DISCUSSION:

Table 1 showing the correlation coefficients between the Stress tolerance, Emotional Stability and the demographic variables

variables	A	G	PL	PE	I	FT	O	MS	ST	ES
A	-									
G	0.301**									
PL	-0.417**	-0.133								
PE	-0.135	0.491**	0.754**							
I	0.263**	0.839**	-0.031	0.585**						
FT	0.037	0.347**	0.019	0.269**	0.316**					
O	-0.290**	0.286**	0.439**	0.583**	0.341**	0.420**				
MS	-0.057	0.226**	0.347**	0.460**	0.269**	0.526**	0.790**			
ST	0.024	0.397**	0.586**	0.779**	0.462**	0.262**	0.328**	0.292**		
ES	-0.031	-0.386**	-0.605**	-0.804**	-0.464**	-0.429**	-0.436**	-0.465**	0.883**	

Note: A-Age, G-Gender, PL- Place of Living, PE- Parent's Education, I-Income, FT- Family Types, O- Occupation, MS- Marital Status, ST-Stress Tolerance, and ES- Emotional Stability.

** Correlation is significant at the 0.01 level (2 tailed)

* Correlation is significant at the 0.05 level (2 tailed)

The findings of the study indicate that there is a relationship between the stress tolerance and Emotional Stability of employees. Findings shows that gender, income, place of living, occupation, and marital status were positively correlated with Stress tolerance, and Gender, Place of living, Parent's education, income, family types, occupation and marital status were negatively correlated with Emotional stability.

Table .2 showing the Mean, SD, SEm, and t value of employees on Stress Tolerance on the basis of demographic variables

Variable: Stress Tolerance		N	Mean	SD	Sem	t-value	Significance
Age	25 to 35	98	33.25	28.264	2.799	0.334	NS
	36 & above	102	34.63	30.553	3.086		
Gender	Male	184	30.49	27.905	2.057	6.095	0.01 level
	Female	16	73.38	10.850	2.712		
Place of Living	Urban	166	37.80	10.852	0.895	19.030	0.01 level
	Rural	34	9.04	2.815	0.387		
Parents education	School education	53	26.16	10.458	1.420	10.176	0.01 level
	College education	147	71.82	25.688	1.696		
Type of Family	Joint	116	42.93	31.427	3.429	3.817	0.01 level
	Nuclear	84	27.41	25.978	2.412		
Occupation	Professional	97	24.04	24.151	2.452	4.881	0.01 level
	Non Professional	103	43.23	30.828	3.038		
Marital Status	Married	74	22.76	22.313	2.594	4.303	0.01 level
	Unmarried	126	40.48	31.027	2.764		
Income	Below 60000	178	20.23	20.566	2.053	17.493	0.01 level
	Above 60000	22	71.91	10.335	2.093		

The findings of the study indicate that there is a significant difference between Stress Tolerance and the demographic variables of Gender(t= 6.095<.05), place of living(t= 10.683<.05), parents education (t= 10.176 <.05) , type of family (t=3.817<.05) , occupation (t= 4.881<.05), marital status (t= 4.303 < .05) and income (t= 17.493 < .05) except the Age (t= 0.334>.05). Hence it may be concluded that age does not make any influence on stress tolerance.

Table 3 showing the Mean, SD, SEm, and t- value of employees on Emotional Stability on the basis of demographic variables.

Variable: Emotional Stability		N	Mean	SD	Sem	t-value	Significance
Age	25 to 35	98	29.68	15.534	1.569	0.434	NS
	36 & above	102	30.66	16.163	1.600		
Gender	Male	184	31.98	15.200	1.121	5.893	0.01 level
	Female	16	9.50	2.852	0.713		
Place of Living	Urban	166	34.50	13.786	1.070	10.683	0.01 level
	Rural	34	9.09	2.789	0.478		
Parents education	School education	53	9.04	2.815	0.387	19.030	0.01 level
	College education	147	37.80	10.852	0.895		
Type of Family	Joint	116	35.95	14.665	1.362	6.690	0.01 level
	Nuclear	84	22.21	13.849	1.511		
Occupation	Professional	97	37.28	12.494	1.269	6.824	0.01 level
	Non Professional	103	23.50	15.769	1.554		
Marital Status	Married	74	39.76	12.527	1.456	7.389	0.01 level
	Unmarried	126	24.56	14.862	1.324		
Income	Below 60000	178	32.75	14.834	0.626	7.362	0.01 level
	Above 60000	22	9.36	2.937	1.112		

The findings of the study indicate that there is a significant difference between Emotional Stability and the demographic variables of Gender(t= 5.893<.05), place of living(t= 10.683 <.05), parents education (t= 19.03 <.05) , type of family (t=6.690 <.05) , occupation (t= 6.824 <.05), marital status (t= 7.389 < .05) and income (t= 7.362 < .05) except the Age (t= 0.434 >.05). Hence it may be concluded that age does not make any influence on Emotional Stability.

DISCUSSION AND CONCLUSION:
Joar, V. (2007) investigated the relationship between Emotional Stability (ES), Extraversion (E) and Subjective well being (SWB) was tested against questionnaire data from 461 participant representative of the adult population in Northern Norway. Tools used for the study is Depression-happiness scale and Satisfaction with life scale. It was hypothesized that the effect from ES on SWB indicators (Life Satisfaction, presence of Positive Affect and absence of Negative Affect) is stronger than the corresponding effect from E. Moreover, it was anticipated that if ES was controlled for, the effect from E on SWB would decrease substantially. In several multiple regression analyses, it was found that, on average, the amount SWB variance accounted for by ES was 334%, while similar figures for E were 1%.

HillS, P., & Argyle, M. (2006), conducted a stydy on Emotional Stability as a major dimension of happiness. The samples were 255 students of age 18-23 were selected randomly. It is suggested that the reason for the importance of neuroticism having been overlooked in the past, is the difficulty of handling the idea that (positive) happiness is related to the absence of (negative) construct. This difficulty could be resolved by the reversal of neuroticism into an alternative and positive concept of "emotional stability". Happiness could then be regarded as being associated with two positive qualities. With this change of emphasis, a short empirical study has been made of the relationships between happiness as measured by the Oxford Happiness Inventory (OHI) and

extroversion and emotional stability by Satisfaction with life scale. In bi-variant and partial correlation, emotional stability was more strongly associated with happiness than extroversion, and accounted for more of the total variability in multiple regression. Emotional stability was also the greater correlate for a majority of the 29 items of the OHI, and the sole significant predictor of the happiness of younger people. In the present study the employees are not differ in their age on the basis of Stress Tolerance and Emotional Stability, but they showed a significant difference between the demographic variables of gender, place of living, parents education, type of family, occupation, marital status, and Income. Hence it is concluded that the employees gender, marital status (married peoples), occupation (Professionals), type of family (Joint), place of living (Urban), parents education (Literate) and higher income gives them greater stress tolerance and good Emotional Stability.

RECOMMENDATION:

The present study was conducted in a short time and the sample size is relatively small. The sample of the study was selected at convenience and studies using a survey questionnaire method. In case of intervention method will give the significant results of the study.

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