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Relationship between Work Pressure and Anxiety: Pilot Study

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Abstract: *This study is an attempt to investigate the relationship between work pressure and anxiety among working population. This paper particularly is a pilot study to confirm the reliability of the questionnaire in Indian context. Purposive sampling technique is used to collect data from 76 samples through questionnaire. The questionnaire found reliable as Cronbach's alpha value was greater than 0.7. The results further confirmed that work pressure and anxiety are significantly positively correlated and demographic profile of employees is also significantly related with the anxiety. Since sample size is very small the finding cannot be generalized. Direction for future research is given in the paper.*
Key Words- *Work Pressure, Anxiety, Reliability*

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I. Introduction

Anxiety is a nebulous term that covers a great deal of psychological ground. At the thinnest end of the wedge, before an exam or a job interview, we might feel anxious. This is both understandable and normal; it is not a cause for concern. Anxiety is only a problem when it extends beyond logical worry in an unreasonable, unwarranted, uncontrollable way. Situations that should elicit no negative emotions all of a sudden seem life-threatening or crushingly embarrassing. 40 million adults of the USA population are affected by Anxiety Disorder (Newman 2018)[1]. In 2017 American Psychiatric Association (APA) conducted a study which included survey of 1000 American citizens. The study found that nearly 700 people were affected by Anxiety. The study also reported that young population was most anxious among all the age groups. Twenge et al (2010)[2] studied more than seventy seven thousand young people and revealed that mental health issues were increasing gradually from generation to generation from 1938-2007.

According to a Newsletter Published by Medical News Today 'Anxiety' is rising in the USA (Newman, 2018)[1]. The article also tried to explain the causes for increasing Anxiety in the USA. The author of the article mentioned that one of the Best Book Retailers in the USA had given the statistics that there was 25% increase in the sale of Books related to Anxiety as on June 2017. In the article author investigated if the Anxiety was really increasing or people were becoming more aware of anxiety.

This alarming situation made researcher think about the anxiety level in India. This research is an attempt to investigate the presence of anxiety among working people in India and its relationship with work nature. This paper is a presentation of pilot study.

II. Literature Review

Newman (2018)1, in his article noted that the increasing use of social media could be related with anxiety in society. The article gives an instance of study conducted in Scotland, which found that people who used social media at night-time, had higher levels of anxiety. The article mentioned many such researches which found that there exists a relationship between use of social media and anxiety. The author questions if the current job nature, travelling problems are responsible for rising Anxiety.

Felman (2018)2 stated causes of Anxiety in the article published by Medical News Today. The article mentioned that stress from personal relationship, job could contribute to the great extend to Anxiety. Similarly; Genetics, Medical conditions such as side effects of medication, long lasting illness and stress thereof can also result in Anxiety.

Debiec (2018)3, noted that the Anxiety is increasing across all age groups and demographic groups. The author further stated that, however, there were notable findings in some particular groups. Author mentioned the findings of study conducted by APA in 2018, which reported that 39% adults of the USA population were more anxious in 2018 than they were in 2017. The author mentioned that millennials are more anxious than Gen X and Baby Boomers. The article further mentioned that the overall Anxiety of Baby Boomers had increased more than other generations; females were found to be affected by anxiety in greater extent than males.

Gallie (2005)4 studied the factors which cause work pressure. The author used the data from the survey of employees carried out in European Union member-states at two different times i.e. one survey conducted in 1996 and the other in 2001. The author found that there was no trend of increased work pressure among employees during that period. The author further revealed that there was, however, analysis supports some arguments about the types of factors that affect work pressure. These factors were skill, job control, new technology and current job security. The surprising finding of this research is that the length of working hours is significantly negatively related with the work pressure. The other finding of the study was that there were substantial and relatively constant differences in work pressure in different countries however, there was no such finding about the factors those affects work pressure.

Hakanen, Bakker and Schaufeli (2006)5 conducted a research on Finish Teachers to find if there exists any relationship between burnout and work engagement. Total 2038 teachers were surveyed in the study. Structural Equation Modelling was used to test the hypotheses. The results confirmed that burnout mediated the effect of high job demands on ill health and work engagement mediated the effect of resources on organizational commitment.

The objective of the study conducted by Langelaanet. al (2006)6 was to determine if burnout and work engagement could be differentiated on the basis of personality and temperament. Authors characterised burnout as high neuroticism and low extroversion while engagement as low neuroticism and high extroversion. Authors had differentiated burned-out employees and engaged employees from their non-burned-out and non-engaged counterparts respectively. The results confirmed that personality and temperament affects burnout and engagement levels significantly.

Lopes, Lagoa and Calapez (2014)7 showed that in European Union Countries, on an average the work autonomy had decreased and work pressure had increased since 1995 till 2014. The analysis confirmed that low-skill clerical workers were most affected by work pressure. In other words clerical category employees were facing increase in work pressure significantly as compared to other work groups. The paper also mentions that increasing work pressure was affecting job satisfaction negatively especially when work pressure was not accompanied by higher work autonomy.

Gaps identified through literature review-

No study investigated the correlations between work pressure and anxiety levels.

No cross-cutting study on anxiety and work pressure, literature about Anxiety are available in psychology but lack in social science.

Scarce research is done on employees' anxiety and its factors in India.

III. Objectives

i To find the level of anxiety among population

ii To investigate the relationship between anxiety and work pressure

iii To find the relationship between demographics and anxiety

IV. Hypotheses

H1- There is significant correlation between anxiety level and work nature

H2- Demography and level of anxiety are significantly related.

V. Research Methodology

Hamilton Anxiety Rating Scale (HAM-A) was used to measure the level of anxiety. To test the reliability of the questionnaire this pilot study was conducted. The questionnaire contains two subscales. The first subscale as described earlier was included to measure Anxiety level, the second subscales measures the work pressure in term of time. The geographical scope of this pilot study was Pune City in India. Purposive sampling technique was used for selecting respondents. The purpose was to collect data from diverse industry and diverse age group people. Self-administration method was used to collect data. More than 140 people were requested to fill the questionnaire, however only 85 completed questionnaires were returned by the respondents. After data cleaning only 76 responses were considered for analysis.

VI. Data Analysis

Reliability of the questionnaire-

To check the reliability of the questionnaire Cronbach's Alpha value is derived in SPSS.

Table no 1: Reliability Statistics.

Cronbach's Alpha	N of Items
.722	24

From table no. 1 it is noted that the Cronbach's alpha value is greater than .7. This indicated that the questionnaire is reliable.

Table no. 2 Demographic profile of respondents

Demographic Characteristic	Categories	Frequency	Per cent	Valid Per cent
Age	25-30	48	63.2	63.2
	31-35	26	34.2	34.2
	41-45	2	2.6	2.6
	Total	76	100.0	100.0
Gender	Female	38	50.0	50.0
	Male	38	50.0	50.0
	Total	76	100.0	100.0
Industry	Education	24	31.6	31.6
	Manufacturing	2	2.6	2.6
	Self-employed	22	28.9	28.9
	Service Industry	14	18.4	18.4
	Retail Industry	2	2.6	2.6
	Fashion Industry	10	13.2	13.2
	Home Maker	2	2.6	2.6
	Total	76	100.0	100.0
Education	Graduation	36	47.4	47.4
	Post-Graduation	26	34.2	34.2
	Doctorate	14	18.4	18.4
	Total	76	100.0	100.0
Experience	Fresher	14	18.4	18.4
	1-5 Year	22	28.9	28.9
	5-10 Years	36	47.4	47.4
	10-20 Years	4	5.3	5.3
	Total	76	100.0	100.0
Designation	Entry LEvel	22	28.9	28.9
	Supervisor/ Equivalent	12	15.8	15.8
	Assistant Manager/ Equivalent	28	36.8	36.8
	Higher Position than above	12	15.8	15.8
	Home Maker	2	2.6	2.6
	Total	76	100.0	100.0
Commuting time	Less than 30 Min	48	63.2	63.2
	30-60 Min	18	23.7	23.7
	More than 2 Hrs	10	13.2	13.2
	Total	76	100.0	100.0
Income level	1- 2.5 Lakh	42	55.3	55.3
	2.5- 5 lakh	10	13.2	13.2
	5- 7.5 lakh	12	15.8	15.8
	7.5- 10 Lakh	12	15.8	15.8
	Total	76	100.0	100.0

Table no.3 Descriptive Statistics of the Subscales

Mean of summated scale for Anxiety (13 items)	76	1	5	2.06	1.05
Mean of Summated Scale for Work pressure (2 items)	76	1	5	1.92	1.16
Work Hours (1 item)	76	1	5	2.42	1.24

From table no 3 it is observed that the mean for all subscales were between 1.92- 2.42 on 5 point scale. This indicates that respondents are not anxious. However standard deviation (S.D.) of the subscale is greater than 1, indicating wide distribution of responses from the mean value. Work pressure is also not there (mean 1.92), but the S.D. for the subscale is very high therefore inferential statistical tests are required to draw conclusions.

Hypotheses testing

H_1- There is significant correlation between anxiety level and work pressure

To test this hypothesis Pearson Correlation test is used. The result is shown in table no 3 below.

Table no. 4 Correlations

		Mean Anxiety	Work pressure
Mean Anxiety	Pearson Correlation	1	.537(**)
	Sig. (2-tailed)		.000
	N	76	76

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

From the table no. 4 it was observed that the significance value of Pearson Correlation is less than .001. Therefore the null hypothesis 'There is no significant correlation between anxiety level and work pressure' is failed to be accepted, thus H_1 is accepted. Further the correlation value is .537 which indicates that there exists moderate correlation between these two variables.

H_2- Demography and level of anxiety are significantly related.

To test this hypothesis one way ANOVA was used in SPSS. The result is displayed in table no. 5.

Table no. 5- ANOVA- Demography and Level of Anxiety

		Sum of Squares	**df**	**Mean Square**	**F**	**Sig.**
Age	Between Groups	8.738191633	2	4.3691	10.2715	**0.000**
	Within Groups	31.05128205	73	0.42536		
	Total	39.78947368	75			
Gender	Between Groups	10.31578947	1	10.3158	25.9	**0.000**
	Within Groups	29.47368421	74	0.39829		
	Total	39.78947368	75			
Industry type	Between Groups	27.78081568	6	4.63014	26.6041	**0.000**
	Within Groups	12.00865801	69	0.17404		
	Total	39.78947368	75			
Education	Between Groups	1.197288092	2	0.59864	1.13238	0.328
	Within Groups	38.59218559	73	0.52866		
	Total	39.78947368	75			
Years of Experience	Between Groups	4.082402977	3	1.3608	2.74393	**0.049**
	Within Groups	35.70707071	72	0.49593		
	Total	39.78947368	75			
Designation	Between Groups	15.81111871	4	3.95278	11.7042	**0.000**
	Within Groups	23.97835498	71	0.33772		
	Total	39.78947368	75			
Commuting Time	Between Groups	12.76169591	2	6.38085	17.2342	**0.000**
	Within Groups	27.02777778	73	0.37024		
	Total	39.78947368	75			
Income	Between Groups	14.45614035	3	4.81871	13.6953	**0.000**
	Within Groups	25.33333333	72	0.35185		

	Total	39.78947368	75			

From table no. 5 it is observed that except education level all other demographic characteristics are significantly related with level of Anxiety. Further research is required to investigate the direction and magnitude of the relationships.

VII. Findings and Conclusion

This paper attempted to check the reliability of the anxiety scale and investigate the relationship between work pressure and level of anxiety. From data analysis it was found that the overall anxiety level is low in the population. It was found that the work pressure and stress thereof is increasing anxiety level among respondents. Higher the work pressures higher the anxiety. Managers and other practitioners have to measure the work pressure and should attempt to reduce the work pressure on employees if required to reduce the chances of employees being affected by anxiety. Demography of the respondents and level of anxiety were found to have significantly related. The type if industry where respondents are working was found to have significantly related with their anxiety level. Future studies should investigate the anxiety level in certain industries to find the industry wherein the anxiety level is relatively high. The sample size is the major limitation of this study. Since the aim of the study was to find the reliability of the questionnaire small sample size was found appropriate. Future studies can use the same scale for large sample sizes and check the validity of the items through Confirmatory Factor Analysis. Self-administered method was used for data collection, which itself has limitation. Significant number of responses was found to be incomplete and unengaged. Future studies may use personal interview method for data collection. The reader should note that the questionnaire does not diagnose the Anxiety disorder among respondents but only measures the level of Anxiety..

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