

Impact of the Art of Living Programme on Organisational Role Stress Among Veterinarians and Paraveterinarians of Gujarat State

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Abstract— For this investigation, the 236 veterinarians and 146 paraveterinarians serving in the public sector in the eight districts of Gujarat State and who have attended the Art of Living programme at the Art of Living Ashram, Vasad, District : Anand were selected. The data revealed that majority of veterinarians and paraveterinarians were having high Organisational Role Stress which varied for different role stress in the range of 40.00 to 77.00 per cent except Self Role Distance (SRD) which reduced to a considerable extent after the Art of Living programme. Based on 't' values, it could be concluded that the Art of Living programme had significant impact in reducing all Organisational Role Stress.

Index Terms— Organisational Role Stress, Paraveterinarians, the Art of Living Programme, Veterinarians

1 INTRODUCTION

AS consequences of industrial and political revolutions around the globe, increasing liberalisation of Government set-up, globalisation of trade and commerce and the nations, increasing public aspirations, boosting-up of researches and interventions, revolution in communication system and web-net technologies, the employees of different sectors work under tight schedules and dead lines. The pressure of balancing the work life and non work life is at peak. This pressure often results in increasing stress and burnout among the employees.

There are many interventions available to manage the stress and there are many other means available to counter the adverse effects of the stress.

There are many institutes working for the holistic development of human potentials including spiritual organisations which can easily manage or reduce the stress. Among these institutions, the Art of Living Foundation's claims are more eye catching as it has, with its effective interventions, reached across the majority of nations around the globe. This foundation, not only claims for management of stress, but also claims for improving holistic well being which develops human potentials to its fullest. Across the globe, cutting across all sections of the society, people are enjoying its benefits.

In this background, the study was taken-up to assess the im-

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pact of the Art of Living programme on the Organisational Role Stress among veterinarians and paraveterinarians working in the public sector of Gujarat State.

2 OBJECTIVES OF THE STUDY

1. To study the organisational role stress among veterinarians and paraveterinarians working in the public sector of Gujarat State.
2. To study the impact of the Art of Living programme on organisational role stress among veterinarians and paraveterinarians working in the public sector of Gujarat State.

3 METHODOLOGY

3.1 Area of Study

Out of 26 districts of the state, eight districts viz., Banaskantha, Sabarkantha, Mahesana, Patan, Gandhinagar, Ahmedabad, Kheda, and Anand were purposively covered under the study as the employees of these districts participated in the Art of Living programme.

3.2 Research Design

The present study was confined to pre test-post test research design. The respondents were personally interviewed twice i.e., before conducting the Art of Living programme and after completion of the Art of Living programme.

3.3 Selection of Sample

A list of the respondents was obtained from concerned office and all the veterinarians and paraveterinarians working in the selected districts were invited to attend the Art of Living programme at Gujarat Art of Living Ashram, Vasad, Taluka : Vasad, District : Anand. It was decided to study the whole popu-

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lation, but the respondents who were interested and joined for the intervention were taken as sample. A total of 254 veterinarians were working in the eight districts, out of whom 236 attended and responded to the study. Whereas, out of 376 paraveterinarians working in the eight districts on the day of collection of the data, 146 attended and responded to the study leading to the total sample size 382, which included 236 veterinarians and 146 paraveterinarians. The sample size was about 61.00 per cent of the universe.

4 CONCEPT OF ORGANISATIONAL ROLE STRESS

U. Pareek [1], [2], [3] has identified ten different types of organisational role stresses in the organisation. These role stresses are:

[1] Inter Role Distance (IRD)

This type of role stress occurs as a result of conflict between organisational and non-organisational roles. It can also be said that this stress occurs because of conflict between roles to be played in work life and non-work life. For example role of an officer versus role of a wife.

[2] Role Stagnation (RS)

This type of stress happens as result of the gap between the demand to grow and to occupy a new role effectively. When one feels that there are few opportunities or lack of opportunities for learning and growth in the present role.

[3] Role Expectation Conflict (REC)

This kind of role stress is generated by the expectations of the different significant persons from the same role; in other words, conflicting expectations from the seniors, juniors and peers.

[4] Role Erosion (RE)

This is the result of that the functions, which one would like to perform, are being performed by some other roles. This stress arises out of a feeling that some important functions a role occupant would like to perform have been given to some other roles or a feeling that there is not much challenge in the functions given to the role. This can also happen when the functions are performed by the role occupant, but the credit for them goes to someone else.

[5] Role Overload (RO)

This kind of role stress arises out of a feeling that too much is expected from the role than what the occupant can cope with. This may refer to qualitative or quantitative aspects of the role expectations.

[6] Role Isolation (RI)

In this role stress, the role occupant may feel that certain roles are psychologically closer to him, while others are at a much greater distance.

[7] Personal Inadequacy (PI)

This type of stress arises when the role occupant feels that he does not have the necessary skills and training for effectively performing the functions expected from his role.

[8] Self Role Distance (SRD)

This happens as a result of conflict of one's values and self concepts with the requirements of the organisational role as perceived by the role occupant.

[9] Resource Inadequacy (RIn)

It arises when the resources required by the role occupant for performing the role effectively are not available.

[10] Role Ambiguity (RA)

It refers to the lack of clarity about the expectations of the role which may arise out of lack of information or understanding. In other words, it is the result of conflict arising when the individual is not clear about the various expectations that people have from his role.

5 ORGANISATIONAL ROLE STRESS SCALE (ORS SCALE)

U. Pareek [1], [2], [3] developed and standardised the Organisational Role Stress Scale (ORS scale) to measure the above mentioned role stress.

The scale has 50 items which are equally distributed for each of the role stress. The respondents based on the frequencies of their response for each role stress were classified into three categories viz., high, medium and low.

6 STATISTICAL TOOLS AND TECHNIQUES

[i] Measures of central tendencies such as frequency distribution and percentage were calculated.

[ii] Classifications of frequencies of organisational roles stress were done.

[iii] The Paired 't' test was used to compare the data before and after the intervention (The Art of Living programme) with regard to organisational role stress.

7 RESULTS AND DISCUSSION

The discussion on the results obtained is presented in the following tables.

7.1 Categorisation of the Respondents According to Organisational Role Stress Before and After the Art of Living Programme

Table 1 : For Inter Role Distance

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	28	11.86	10	6.85	68	28.81	34	23.29
2.	Medium	37	15.68	23	15.75	63	26.69	44	30.14
3.	High	171	72.46	113	77.40	105	44.49	68	46.58
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

Table 1 shows that before the Art of Living programme 72.46 per cent of Veterinary Officers and 77.40 per cent of paraveterinarians had high IRD followed by medium IRD among both the categories of respondents viz., veterinarian officers (15.68 %) and paraveterinarians (15.75 %). After the Art of Living programme, change was observed and 44.49 per cent of veterinary officers and 46.58 per cent of paraveterinarians were found in high category of IRD, whereas 28.81 per cent of veterinary officers and 30.14 per cent of paraveterinarians had low and medium IRD, respectively.

Table 2 : For Role Stagnation

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	59	25.00	38	26.03	90	38.14	66	45.21
2.	Medium	41	17.37	39	26.71	58	24.58	36	24.66
3.	High	136	57.63	69	47.26	88	37.29	44	30.14
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

Table 2 shows that before the Art of Living programme, 57.63 per cent of veterinary officers and 47.26 per cent of paraveterinarians had high Role Stagnation, whereas 25.00 per cent of veterinary officers and 26.71 per cent of paraveterinarians had low and medium Role Stagnation, respectively. Remaining 17.37 per cent of veterinarians and 26.03 per cent of paraveterinarians were under medium and low category, respectively. After the Art of Living programme change was observed and 38.14 per cent of veterinarians and 45.21 per cent of paraveterinarians were found in low category of Role Stagnation, whereas 37.29 per cent of veterinarian officers and 30.14 per cent of paraveterinarians had high category of Role Stagnation.

Table 3 : For Role Expectation Conflict

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	67	28.39	36	24.66	101	42.80	57	39.04
2.	Medium	66	27.97	44	30.14	74	31.36	46	31.51
3.	High	103	43.64	66	45.21	61	25.85	43	29.45
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

Table 3 shows that before the Art of Living programme, 43.64 per cent of veterinary officers and 45.21 per cent of paraveterinarians had high Role Expectation Conflict, whereas 28.39 per cent of veterinary officers and 30.14 per cent of paraveterinarians had low and medium Role Expectation Conflict, respectively. Remaining 27.97 per cent of veterinary officers and 24.66 per cent of paraveterinarians were under medium and low category of REC, respectively. After the Art of Living programme, change was observed and 42.80 per cent of veterinary officers and 39.04 per cent of paraveterinarians were found in low category of Role Expectation Conflict, whereas 31.36 per cent of veterinarian officers and 31.51 per cent of paraveterinarians had medium Role Expectation Conflict.

Table 4 : For Role Erosion

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	129	54.66	75	51.37	155	65.68	92	63.01
2.	Medium	57	24.15	39	26.71	42	17.80	32	21.92
3.	High	50	21.19	32	21.92	39	16.53	22	15.07
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

Table 4 shows that before the Art of Living programme, 54.66 per cent of veterinary officers and 51.37 per cent of paraveterinarians had low Role Erosion, whereas 24.15 per cent of veterinary officers and 26.71 per cent of paraveterinarians had medium Role Erosion. Remaining 21.19 per cent of veterinary officers and 21.92 per cent of paraveterinarians were under high category. After the Art of Living programme, change was observed and 65.68 per cent of veterinary officers and 63.01 per cent of paraveterinarians were found in low category of Role Erosion, whereas 17.80 per cent of veterinary officers and 21.92 per cent of paraveterinarians had medium Role Erosion.

Table 5 : For Role Overload

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	37	15.68	21	14.38	69	29.24	45	30.82
2.	Medium	68	28.81	36	24.66	80	33.90	43	29.45
3.	High	131	55.51	89	60.96	87	36.86	58	39.73
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

It can be seen from table 5 that before the Art of Living programme, 55.51 per cent of veterinary officers and 60.96 per cent of paraveterinarians had high Role Overload, whereas 28.81 per cent of veterinary officers and 24.66 per cent of paraveterinarians had medium Role Overload. Remaining 15.68 per cent of veterinary officers and 14.38 per cent of paraveterinarians were under low category. After the Art of Living pro-

gramme, change was observed and 36.86 per cent of veterinary officers and 39.73 per cent of paraveterinarians were found in high category of Role Overload, whereas 33.90 per cent of veterinary officers and 30.82 per cent of paraveterinarians had medium and low Role Overload, respectively.

Table 6 : For Role Isolation

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	85	36.02	49	33.56	125	52.97	75	51.37
2.	Medium	57	24.15	41	28.08	52	22.03	32	21.92
3.	High	94	39.83	56	38.36	59	25.00	39	26.71
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

It can be seen from table 6 that before the Art of Living programme, 39.83 per cent of veterinary officers and 38.36 per cent of paraveterinarians had high Role Isolation, whereas 36.02 per cent of veterinary officers and 33.56 per cent of paraveterinarians had low Role Isolation. Remaining 24.15 per cent of veterinary officers and 28.08 per cent of paraveterinarians were under medium category. After the Art of Living programme change was observed and 52.97 per cent of veterinary officers and 51.37 per cent paraveterinarians were found in low category of Role Isolation, whereas 25.00 per cent of veterinary officers and 26.71 per cent of paraveterinarians had high Role Isolation.

Table 7 : For Personal Inadequacy

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	41	17.37	22	15.07	65	27.54	44	30.14
2.	Medium	76	32.20	55	37.67	81	34.32	55	37.67
3.	High	119	50.42	69	47.26	90	38.14	47	32.19
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

It can be seen from table 7 that before the Art of Living programme, 50.42 per cent of veterinary officers and 47.26 per cent of paraveterinarians had high role stress of Personal Inadequacy, whereas 32.20 per cent of veterinary officers and 37.67 per cent of paraveterinarians had medium level of role stress of Personal Inadequacy. Remaining 17.37 per cent of veterinary officers and 15.07 per cent of paraveterinarians were under low category. After the Art of Living programme change was observed and 38.14 per cent of veterinary officers and 37.67 per cent of paraveterinarians were found in high and medium category of Personal Inadequacy, respectively, whereas 34.32 per cent of veterinary officers and 32.19 per cent of paraveterinarians had medium and high Personal Inadequacy, respectively.

Table 8 : For Self-Role Distance

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	79	33.47	56	38.36	115	48.73	74	50.68
2.	Medium	79	33.47	48	32.88	77	32.63	41	28.08
3.	High	78	33.06	42	28.77	44	18.64	31	21.23
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

It can be seen from table 8 that before the Art of Living programme, 33.47 per cent of veterinary officers had low and medium Self-Role Distance, whereas 33.06 per cent of veterinary officers had high Self-Role Distance. On the other hand, 38.36 and 32.88 per cent of paraveterinarians had low and medium level of role stress of Self-Role Distance, respectively. Remaining 28.77 per cent of paraveterinarians were under high category. After the Art of Living programme, change was observed and 48.73 per cent of veterinary officers and 50.68 per cent of paraveterinarians were found in low category of Self-Role Distance, whereas 32.63 per cent of veterinary officers and 28.08 per cent of paraveterinarians had medium level of role stress of Self-Role Distance.

Table 9 : For Role Ambiguity

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	58	24.58	46	31.51	85	36.02	68	46.58
2.	Medium	84	35.59	48	32.88	93	39.41	41	28.08
3.	High	94	39.83	52	35.62	58	24.58	37	25.34
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

It can be seen from table 9 that before the Art of Living programme, 39.83 per cent of veterinary officers and 35.62 per cent of paraveterinarians had high Role stress of Role Ambiguity, whereas 35.59 per cent of veterinary officers and 32.88 per cent of paraveterinarians had medium stress of Role Ambiguity. Remaining 24.58 per cent of veterinary officers and 31.51 per cent of paraveterinarians were under low category. After the Art of Living programme, change was observed and 39.41 per cent of veterinary officers and 46.58 per cent of paraveterinarians were found in medium and low category of stress of Role Ambiguity, respectively. Whereas 24.58 per cent of veterinary officers and 25.34 per cent of paraveterinarians had high Role Ambiguity.

Table 10 : For Resource Inadequacy

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	48	20.34	25	17.12	81	34.32	47	32.19
2.	Medium	44	18.64	28	19.18	58	24.58	34	23.29
3.	High	144	61.02	93	63.70	97	41.10	65	44.52
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

Table 10 indicates that before the Art of Living programme 61.02 per cent of veterinary officers and 63.70 per cent of paraveterinarians had high Resource Inadequacy role stress, whereas 20.34 per cent of veterinary officers and 19.18 per cent of paraveterinarians had low and medium level stress of Resource Inadequacy. Remaining 18.64 per cent of veterinary

officers and 17.12 per cent of paraveterinarians were under medium and low category, respectively. After the Art of Living programme the data were reversed and 41.10 per cent of veterinary officers and 44.52 per cent of paraveterinarians were found in high category of Resource Inadequacy role stress, whereas 34.32 per cent of veterinary officers and 32.19 per cent of paraveterinarians had low Resource Inadequacy role stress.

7.2 Test of Significance for Organisational Role Stress

Table 11 : Test of significance for the intervention of the Art of Living programme in relation to Organisational Role Stress

Category of ORS	Mean			S.E.	't' value	Result
	Before	After	Difference			
IRD	10.67	7.21	3.463	0.181	19.153**	HS
RS	8.03	6.04	1.992	0.171	11.635**	HS
REC	6.47	5.00	1.469	0.176	8.355**	HS
RE	8.14	6.85	1.293	0.176	7.354**	HS
RO	7.29	5.32	1.974	0.192	10.288**	HS
RI	7.43	5.91	1.513	0.176	8.579**	HS
PI	7.82	6.29	1.524	0.195	7.831**	HS
SRD	6.69	5.15	1.539	0.183	8.409**	HS
RA	5.99	4.51	1.482	0.180	8.242**	HS
RIN	8.96	6.89	2.073	0.182	11.402**	HS

** = Significant at 0.01 level;

HS = Highly Significant.

The attempt was made to know the impact of the Art of Living programme in each of the 10 Organisational Role Stress. Paired 't' was applied for calculating the impact. The data in this regard are presented in table 11. The significant 't' values indicate that the programme had significant impact in all the ORS viz., IRD (19.153), RS (11.635), REC (8.355), RE (7.354), RO (10.288), RI (8.579), PI (7.831), SRD (8.409), RA (8.242) and RIN (11.402). Further, the maximum mean difference was observed in IRD (3.463) followed by RIN (2.073) and RS (1.992). The mean difference in case of RO, SRD and PI was 1.974, 1.539 and 1.524, respectively. The lower mean difference was observed in case of RI (1.513), RA (1.482), REC (1.469) and RE (1.293).

7 CONCLUSION

On the basis of forgoing discussion it can be concluded that maximum veterinarians and paraveterinarians had high IRD, RS, REC, RO, PI, RIN and RA before the Art of Living programme. However, the percentage of the respondents in high category has decreased to a considerable extent after the Art of Living programme. Looking to RE, maximum veterinarians and paraveterinarians were in low category before intervention and after intervention maximum respondents were also in low category of RE, but the numbers had increased. Almost equal distribution each in low, medium and high categories of SRD was observed before the Art of Living programme in two categories of the respondents and after the Art of Living programme, the change was observed and maximum number of

respondents were placed in low category of SRD. This indicates that the Art of Living programme has decreased the organisational role stress. Further, based on 't' values, it can be concluded that the Art of Living programme had significant impact in reducing all Organisational Role Stress.

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