



A STUDY ON HOW GENDER DIFFERENCES IS AFFECTED BY STRESS AS APPLIED TO HEI PERSONNEL IN REGION 2: AN ASSESSMENT

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ABSTRACT: *This study was conducted to determine the different stressors that affect the faculty and staff of the three HEI in Region 02, namely the Cagayan State University-Andrews Campus in Tuguegarao City, the Saint Paul University Philippines in Tuguegarao City and the Quirino State University in Cabarroguis, Quirino. The respondents of this study were 72 faculty staff of these three (3) higher education Institutions. The study was conducted during the School Year 2018-2019. Sampling was used to obtain data from the respondents with the use of a survey questionnaire. The gathered data were tabulated, analyzed and interpreted using the descriptive statistics like frequency count, percentage and weighted mean. The Chi-square statistic was used for the hypothesis testing. Results of the study revealed that from among various identified occupational stressors, those which are in the physical environment category has the highest mean 3.6 and 4.5 for male and female, respectively. Test of the hypothesis reveals that there is a difference in assessment of the respondents to presence of occupational stressors in the workplace according to gender differences.*

KEYWORDS: *Gender Differences, Occupational Stressors, Stress in the Physical Environment, Individual Stress, Group Related Stress, Organizational Stress*

INTRODUCTION

Programs for the administration of the Higher Education Institution in the Philippines included development programs for staff and faculty. Under these guidelines, the HEI regulated by the government through the Commission of Higher Education. This study is important to determine the areas where improvement are needed for the sample HEI and maybe parallel to the needs of other HEI in the region. This study is conducted to gear toward this aspect of school administration. The strengthening of areas where improvement are needed will contribute to the quality of services expected of the school. If manpower in the organization is happy in their workplace, productivity is high. This can be attained when there is a high reduction of stress in the workplace. The result of this



study brought into light the areas where necessary strengthening or improvement is needed, especially in the area of Faculty Development. Hence, the importance of this study.

STATEMENT OF THE PROBLEM

This study aims to determine how stress affects the males and female in the workplace. It will also look into the different responses of stress based on gender differences. There are 72 respondents composed of administrators, faculty members and administrative staff in the three (3) Higher Education Institution (HEI) in Region 2, namely, St. Paul University of the Philippines (SPUP) IN Tuguegarao City, Cagayan State University (Andrews Campus), Tuguegarao City and Quirino State University (QSU), Cabarroguis, Quirino. It also looks into how these respondents are affected of these stressors and how they can cope up with these.

Specifically, it aims to answer the following questions:

1. What is the profile of the respondents according to;
 - 1.1 Gender
 - 1.2 Civil Status
 - 1.3 Age
 - 1.4 Nature of Work
2. What are the existing occupational stressors encountered by the respondents and how often they affect them in the workplace, i.e.:
 - 2.1 Physical Environment Stressors
 - 2.1.1 Noise Pollution
 - 2.1.2 Poorly Ventilated Workplace
 - 2.1.3 Polluted Workplace
 - 2.2 Individual Stressors
 - 2.2.1 Role Conflict
 - 2.2.2 Role Ambiguity
 - 2.2.3 Work Overload
 - 2.2.4 Work Responsibility
 - 2.3 Group Related Stressors
 - 2.3.1 Poor Relationship With Peers



2.3.2 Poor Relationship with Subordinates

2.3.3 Poor Relationship with Supervisors

2.4 Organizational Stressors

2.4.1 Weak Organizational Structure

2.4.2 Organizational Politics

2.4.3 Unclear Organizational Policies

3. Is there a significant difference on how the respondents rate the presence of occupational stressors in terms of their gender differences?

METHODOLOGY

This study employed the descriptive research method where a structured survey questionnaire was used as an instrument to gather data from the respondents. The 72 respondents were randomly selected from three (3) Universities in Region 2, namely, St. Paul University Philippines, Tuguegarao City, Cagayan State University-Andrews Campus, Tuguegarao City and Quirino State University, Cabarroguis, Quirino.

The gathered data were tabulated, analyzed and interpreted using the descriptive statistics, like frequency counts, rank, percentage and weighted mean. To measure the respondents' perception on the identified occupational stressors, the 5 point Likert Scale was used, where the following adjectival rating was assigned that is 1 – Very Low, 2 Low, 3- Moderate, 4- High, 5- Very High.

The Chi Square Statistic was used to measure whether the gender distribution has a significant difference in the assessment of occupational stressors in the workplace.

RESULTS AND DISCUSSION

Table 1: Distribution Respondents' Gender

Gender	Frequency	Percentage
Male	32	44%
Female	40	56%
TOTAL	72	100%



Table 1 shows the gender distribution of respondents. As presented they are more female at 56% than male at 46% with a difference of 12% more female than male.

Table 2: Distribution of Respondents According to Civil Status

Civil Status	Male	Female	TOTAL	PERCENTAGE
Single	21	5	27	36%
Married	11	35	46	64%

Table 2 shows the distribution of respondents according to civil status. Sixty four percent (64%) are married and 36% are single.

Table 3

Distribution of Respondents According to Age

Age Range	Male	Female	TOTAL	PERCENTAGE
21-30	23	8	31	43%
31-40	7	23	30	42%
41-50	2	6	8	11%
51 and above	0	3	3	4%
TOTAL	32	40	72	100%

Table 3 presents the distribution of respondents according to age. As shown, majority are within the age-ranges of 21-30 at 43% and 31-40 at 42%. The remaining 15% falls within the ranges of 41-50 and 51 and above.

Table 4: Distribution on the Nature of Work of the Respondents

Nature of Work	Male	Female	TOTAL	PERCENTAGE
Administrator	1	7	8	11%
Faculty Member	14	31	45	63%
Administrative Staff	17	2	19	26%
TOTAL	32	40	72	100%

Table 4 presents the distribution of the respondents according to nature of work or work assignment. Majority are faculty members or teaching staff at 63%, while administrators or supervisory presents only 11% and the remaining 26% are doing administrative or support staff.



Table 5: Summary of Respondents' Assessment on How the Presence Occupational Stress Affected Them in the Workplace

Type of Stressors	Male	Adjectival Rating	Female	Adjectival Rating
Physical Environment	3.6	High	4.5	Very High
Noise Pollution	3.5	High	4.4	Very High
Poor Ventilation	3.7	High	4.5	Very High
Polluted Workplace	3.5	High	4.6	Very High
Individual Stress	3.2	Moderate	3.9	High
Role Conflict	3.0	Moderate	3.9	High
Role Ambiguity	3.1	Moderate	4.0	High
Work Overload	3.5	High	4.0	High
Work Responsibility	3.0	Moderate	3.7	High
Group Related Stress	2.9	Moderate	3.6	High
Poor Relationship with Peers	3.0	Moderate	3.6	High
Poor Relationship with Subordinates	2.8	Moderate	3.6	High
Poor Relationship with Supervisors	2.9	Moderate	3.7	High
Organizational Stress	3.5	High	4.0	High
Weak Organizational Structure	3.4	High	3.9	High
Organizational Politics	3.5	High	3.9	High
Unclear Organizational Policies	3.6	High	4.1	High
Overall Rating	3.33	Moderate	4.02	High

Table 5 presents the summary of respondents' assessment on how the presence occupational stress affected them in the workplace. As shown, both gender consider those stressors in the physical environment as the most stressing factor that affect them in the workplace. This area has a mean of 3.6 for male and 4.5 for female, primarily identified as



noise pollution, poor ventilation and polluted workplace. Again, both gender consider the group related stress like relationship with peers, subordinates and supervisors as the least stressful source of stress.

For individual stress, both gender ranked this variable as the third most stressing factor with a mean of 3.2 for males and 3.9 for females with adjectival rating of “Moderate” for males and “High” for females. Likewise, for organizational stress both gender ranked this variable as the second most stressing factor in the workplace with a mean 3.5 for males and 4.0 for females and an adjectival rating “High” for both gender.

It can also be gleaned from the results that male apparently are less affected by the presence of the stressors having an overall mean of 3.33 (Moderate) while the female has an overall mean of 4.02 (High).

Table 6: Summary Distribution of Respondents Assessment on How the Occupational Stressors Affected them According to Gender Differences

Gender	Very Low	Low	Moderate	High	Very High	Total
Male	3	4	11	4	10	32
Female	1	0	3	23	23	40
Total	4	4	14	27	23	72

$X^2 = 22.7$ $df=4$ $P=0.00$ Decision – Reject Ho

The results of a contingency table X^2 statistical test performed based on the data presented in Table 6 above is that, the Chi-square is 22.7, the degree of freedom is 4, and probability is 0.00. Therefore, the Ho hypothesis is rejected, meaning there is a significant difference in the assessment on the occupational stressors present in the workplace between the male and female respondents.

SUMMARY OF FINDINGS

1. Demographic Profile of the Respondents

The demographic profile of the respondents in terms of the following variables:

1.1. Gender - They are more female at 56% than male at 46%.



- 1.2. Civil Status - Sixty four percent (64%) of the respondents are married and 36% are single.
- 1.3. Age – Majority of the respondents are within the age-ranges of 21-30 at 43% and 31-40 at 42%.
- 1.4. Majority are faculty members or teaching staff at 63%, while administrators or supervisory presents only 11% and the remaining 26 % are doing administrative or support staff.
2. Respondents Assessment on the Presence of Occupational Stress in the Workplace:
 - 2.1. Physical Environment - both gender consider those stressors in the physical environment as the most stressing factor that affect them in the workplace. It has a mean of 3.6 for male and 4.5 for female,
 - 2.2. Individual Stress – both gender ranked this variable as the third most stressing factor with a mean of 3.2 for males and 3.9 for females with adjectival rating of “Moderate” for males and “High” for females.
 - 2.3. Group Related Stress –both gender ranked this variable as the least stressing factor with a mean of 2.9 for males and 3.6 for females with an adjectival rating of “Moderate” and “High,” respectively.
 - 2.4. Organizational Stress – both gender ranked this variable as the second most stressing factor in the workplace with a mean 3.5 for males and 4.0 for females and an adjectival rating “High” for both gender.
3. A significance difference exist in the respondents’ assessment on how the occupational stressors affect them when grouped according to gender. That females has a higher assessment than males.

CONCLUSION

The results of this study give the following conclusions:

1. That stress are always present in the workplace;
2. That stresses in the physical environment like, noise pollution, poor ventilation and pollution are the most stressing experienced by the respondents;
3. That faculty and staff of the three (3) HEI are affected in a different degree by the presence of these occupational stressors; and



4. That there is a difference in the degree of how the male and female (gender differences) respond to occupation stress they encounter in the workplace.

RECOMMENDATIONS:

Based on the findings in this study, the following are recommended:

1. In developing programs for faculty development HEI, planners should take into consideration the following factors:
 - 1.1 Physical improvement in the workplace to reduce the occurrence of physical stress experienced both by students and the faculty staff.
 - 1.2 For the sample HEI, there is a need to assess the organizational structure and policies in the implementation of its organizational policies and practices to improve those areas being perceived as weak.
 - 1.3 Review of work load and work responsibility of the faculty to determine how sample HEI clear role conflict , role ambiguity and overload.

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