A Comparative Study Of Perceived Stress Levels Among Security And Non-Security Workers In Bengaluru City

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Abstract

This study employed a cross-sectional design to assess perceived stress levels among security and non-security workers in Bengaluru. The objective was to explore whether significant differences existed in stress levels between these two occupational groups. A representative sample of 280 participants was selected, with 140 security workers and 140 non-security workers. Perceived stress levels were measured using the 10-item Cohen's Perceived Stress Scale (PSS-10). Statistical analysis, including Z-test results, indicated that non-security workers reported significantly higher stress levels compared to security workers. These findings highlight the potential impact of distinct job demands, unstructured work environments, and variable work content on stress among non-security workers, emphasizing the importance of tailored stress management interventions to address these challenges.

Keywords: perceived stress, security workers, non-security workers, stress management, Cohen's Perceived Stress Scale, work environment.

Introduction:

The private security industry in India is one of the largest and fastest-growing sectors globally, employing over 5 million security guards across approximately 15,000 companies. Governed by the Private Security Agencies (Regulation) Act, 2005 (PSARA), the industry is committed to maintaining licensing, training, and employment standards. With a compounded annual growth rate (CAGR) exceeding 25%, the sector's expansion is fueled by increasing demand in industries like manufacturing, corporate offices, and facility management. The industry gained further prominence during the COVID-19 pandemic, when it was declared an essential service, adapting swiftly to the challenges of public safety and health security (CAPSI, 2020).

Security guards play a crucial role in maintaining safety through responsibilities such as surveillance, access control, incident reporting, and crowd management. Despite their importance, the profession is inherently high-stress due to long hours, irregular shifts, and potential exposure to dangerous situations. This makes stress a significant concern within this workforce.

Stress, broadly defined, is the body's response to external pressures that disrupt physical or emotional balance. While some stress can be motivating, chronic or excessive stress can lead to detrimental mental, physical, and behavioural health outcomes. In occupational settings, stress becomes especially pronounced

in roles such as security guards, where constant vigilance and the need to respond to emergencies intensify its impact

The concept of perceived stress, developed by Cohen et al. (1983), emphasizes how individuals interpret and respond to stressors in their environment. Rooted in Lazarus and Folkman's transactional stress theory, it posits that stress arises not merely from external events but from how individuals appraise and cope with these events. Perceived stress levels are influenced by factors such as control, available coping resources, and emotional responses to situations.

High levels of perceived stress have been linked to adverse mental health outcomes like anxiety, depression, and burnout, as well as physical conditions such as hypertension and weakened immunity. Behavioural consequences, including substance use and reduced productivity, are also common. For security guards, the challenges of their high-risk roles, combined with limited support systems and demanding work environments, amplify these effects.

By exploring stress perceptions among these two groups, this research aims to uncover differences that could inform targeted interventions. Understanding how various factors shape stress experiences across occupations can provide valuable insights for creating effective workplace wellness programs. Addressing stress not only improves individual well-being but also enhances overall productivity and organizational success.

The importance of examining stress in specific occupational contexts is underscored by studies like Ahlawat et al. (2021), which investigated the impact of social stigma, perceived stress, and psychological distress among hospital security guards during the early stages of the COVID-19 pandemic. This prospective study surveyed 280 security guards from a tertiary care health facility, utilizing an online questionnaire and standardized tools to measure stigma, stress, and distress levels. The findings revealed a significant correlation between perceived stigma and psychological distress (r = 0.197, p = 0.009), as well as between perceived stress and psychological distress (r = 0.302, p = 0.001). Gender and the loss of a family member's job during the pandemic were identified as key predictors of perceived stress, while gender and COVID-positive status emerged as significant predictors of psychological distress. The study concluded that a substantial proportion of security guards experienced moderate to high levels of social stigma and stress, with some showing signs of psychological distress, emphasizing the necessity for professional psychological support in such challenging situations.

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Nisha Yadav & U.V. Kiran (2015) conducted a study to assess occupational stress among security guards, highlighting its harmful physical and emotional impacts. The study defines occupational stress as the negative physical and emotional responses that arise when job demands do not align with the worker's capabilities, resources, or needs. The research focused on the physical health and job performance of security guards, identifying occupational stress as a significant factor contributing to life stresses. Conducted in Lucknow, the study used a multistage sampling technique to select 180 security guards, both

male and female, from three sectors—banks, academic institutions, and residential security. A modified version of the Occupational Stress Scale developed by Srivastava A.K. (1976) was used to measure stress levels. The findings indicated that security guards experience high levels of stress, with dissatisfaction stemming from long working hours and low salary. The study also revealed that female security guards face higher levels of occupational stress compared to their male counterparts. This research emphasizes the need for addressing job satisfaction and stress management for security guards to improve their overall well-being.

Kalantri et al. (2020) conducted a cross-sectional study to assess occupational stress levels among security guards. The study aimed to examine the prevalence of stress factors and evaluate the level of stress experienced by security guards due to their demanding job environment. A total of 68 security guards from the Datta Meghe Institute of Medical Sciences (DU) in Wardha, Maharashtra, participated in the study. The researchers utilized a pretested PLSS stress questionnaire to measure the levels of stress among participants. The results revealed that 98.53% of the security guards experienced moderate levels of stress, commonly associated with busy professional individuals. The study concluded that security guards reporting occupational stress were more likely to be exposed to stressful working conditions. Despite this, the overall health of the sample group was good, and no significant biases were observed in the findings. This study highlights the need for more attention toward occupational stress management among security personnel to ensure their well-being.

Suginraj (2016) conducted a study on stress management among security guards, with a focus on those employed in both public and private sectors in Trivandrum district. The study randomly selected 100 security guards as samples and used a descriptive cum diagnostic research method to analyse the causes and effects of stress. The results indicated that 80% of the security guards suffered from depression in the workplace, while 55% reported that they lacked time to enjoy their personal lives. Common stress-related symptoms included back pain and headaches. The study further revealed that financial incentives were preferred as a method for managing stress, while adjusting workloads and spending more time with family were identified as the most effective strategies for reducing stress among security personnel.

Shinde et al. (2022) utilized Cohen's Perceived Stress Scale (PSS 10) to assess stress levels among security guards at a tertiary care hospital in Karad. In this study, 79 participants were randomly selected to evaluate their perceived stress levels. The findings indicated that 64.56% of the security guards experienced moderate stress, while 20.25% reported mild stress and 15.19% were classified as having severe stress. The researchers identified significant associations between stress levels and socio-demographic variables, including family income, dietary habits, and smoking habits. In contrast, no significant correlations were found with variables such as age, gender, type of family, and alcohol consumption. These results underscore the influence of lifestyle and socio-economic factors on the perceived stress levels of security guards, highlighting the necessity for targeted interventions to mitigate stress and improve job performance.

Saleem, A., Jamil, F., & Khalid, R. - Workplace stress and coping strategies of security guards working in universities. Institute of Psychology, Beaconhouse National University. The research explored factors contributing to workplace stress and coping strategies employed by security guards in university settings. Utilizing a qualitative research design, the study involved a sample of 11 security guards aged between 23 and 50 years, selected through purposive sampling. Data collection was conducted using a isemi-structured interview schedule developed specifically for this study. The data analysis employed Interpretative Phenomenological Analysis (IPA) to interpret the findings. Results indicated that job-related stressors, such as long duty hours and low income, were most prevalent among security guards. Additionally, the predominant coping strategies identified were religious coping and acceptance. Given the rising incidents of terrorism in the region, the findings highlight significant implications for potential improvements in the

profession and the need for enhanced benefits for security guards to bolster their performance and the overall security of educational institutions.

Mahajan, S. K. (2019).'in his study Private security guards in India: The paradox of a booming industry and burden of a low-status occupation', discusses the significant expansion of India's private security industry, particularly following the economic reforms initiated in the early 1990s. As industries, corporate sectors, and communities increasingly demanded security services, the government's inability to ensure safety at a granular level through police forces opened up opportunities for private companies to enter the security services market. Consequently, the private security sector emerged as the second-largest employment generator in India. However, Mahajan highlights the paradoxical nature of this growth. Despite its booming expansion, the private security industry has remained largely informal, which has negatively impacted the security personnel employed within it. Statutory welfare schemes, designed to safeguard the interests of security personnel, have been poorly implemented. Mahajan raises concerns that, despite the rapid growth of the industry, the conditions and welfare of the security guards employed remain inadequate, further emphasizing the need for reforms within this sector (Mahajan, 2019). This analysis provides a comprehensive examination of the paradox faced by private security guards in India, reflecting the challenges of an industry that is thriving economically but has failed to improve the status and conditions of its workforce.

Bhatt, et al. (2024) explored psychological stress among unorganized building construction workers in Gandhinagar, Gujarat, focusing on socio-demographic factors and stress levels. Using a cross-sectional design, the study employed the Stress Inventory Scale by Gerard Hargreaves to measure stress levels among workers. Results showed that nearly 85% of participants experienced high stress, with 2% reporting extreme levels. Unmarried participants were found to have significantly higher stress levels compared to married participants. However, there was no significant association between stress and age, sex, or literacy. The study highlights the need for interventions, such as ergonomic improvements, worker training, and enhanced occupational health services, to mitigate stress-related issues like insomnia and headaches

Shaik, et al. (2019) investigated the quality of life (QoL) among migrant construction workers in Bengaluru, focusing on the impact of socioeconomic factors on their well-being. Using a cross-sectional design, the study assessed 400 workers through the WHOQOL-BREF scale. Results revealed that smokers had higher psychological domain scores, and those living in huts scored higher in the social domain compared to those in pucca houses. Higher income, better accommodation, non-labourer roles, and being married were associated with better QoL in the environmental domain. The study underscores the need for legislative measures to improve the physical, social, and psychological well-being of migrant workers, highlighting their vulnerability due to poor living and working conditions.

Gurung, et al. (2016) investigated the level of workplace stress among staff nurses working in the Paediatric Intensive Care Unit (PICU) at a selected tertiary care hospital in Bengaluru. Using a descriptive study design, 30 PICU staff nurses were assessed for workplace stress using the Workplace Stress Scale and purposive sampling technique. The data were analysed through descriptive statistics, and associations between stress levels and demographic factors were examined using inferential statistics, including the chi-square test. Results indicated that 47% of participants experienced moderate stress, while 37% had severe stress. No significant association was found between stress levels and variables such as age, gender, education, years of experience, or patient load. The study emphasizes the need for targeted interventions to address workplace stress in PICU staff nurses.

Rationale of the Study

While significant research has been conducted on occupational stress, there is a noticeable gap in the literature concerning perceived stress specifically among security workers compared to non-security workers. Most existing studies on workplace stress tend to focus on high-risk occupations such as healthcare and law enforcement, leaving security guards—who face unique stressors such as irregular hours, physical danger, and limited recognition—relatively understudied.

Furthermore, there is a lack of comparative studies examining the stress levels of security workers in relation to other workforce groups, particularly non-security workers, who encounter distinct stressors such as job-related deadlines and organizational pressures. Although perceived stress is often investigated in general workplace settings, few studies delve into the differing stress profiles that arise from varying occupational demands and responsibilities.

This study seeks to address these gaps by comparing the perceived stress levels between security and non-security workers in Bengaluru, a rapidly growing urban environment. By focusing on perceived stress, the research aims to uncover whether the nature of security work leads to significantly higher or lower stress levels compared to non-security roles. The findings will contribute to a deeper understanding of how job type influences perceived stress and will provide valuable insights for developing targeted stress management strategies tailored to the needs of both security and non-security workforces.

Research Question

Is there a significant difference in perceived stress levels between security workers and non-security workers in Bengaluru City ?

Research Hypotheses:

Null Hypothesis (H_o):

There is no significant difference in perceived stress levels between security workers and non-security workers in Bengaluru city.

Alternative Hypothesis (H_1):

There is a significant difference in perceived stress levels between security workers and non-security workers in Bengaluru city.

Research Objective:

The primary objective of this study was to:

1)To assess stress, Levels using PSS-10 among security and non-security workers In Bengaluru City.
2)To compare the perceived stress levels between security and non-security workers in Bengaluru City

Research Design:

This study employed a cross-sectional design, with the primary objective to examine the relationship between occupation type and psychological well-being, focusing on stress levels among security guards and non-security workers. The cross-sectional approach enabled the comparison of stress levels between the two occupational groups within a specific timeframe. This design was particularly advantageous as it provided a snapshot comparison, allowing for the identification of any potential differences in stress levels between the groups. The study utilized a quantitative method to collect data on perceived stress, with the key variable of interest being the perceived stress levels as measured by the Perceived Stress Scale (PSS-10) developed by Cohen.

Instrument Used:

The instrument used to measure stress levels in this study was the **Perceived Stress Scale (PSS-10)** developed by Cohen, Kamarck, and Mermelstein (1983). The PSS-10 is a widely validated and reliable self-report questionnaire designed to assess the perception of stress, focusing on the extent to which individuals find their lives unpredictable, uncontrollable, and overwhelming. It consists of 10 items, with each item designed to evaluate feelings and thoughts related to stress experienced during the last month.

- **Structure:** The PSS-10 includes both positively and negatively phrased items to assess perceived stress levels.
- **Scoring:** Participants rated each item on a 5-point Likert scale ranging from 0 ("Never") to 4 ("Very Often"). After reversing scores for positively worded items, the responses were summed to produce a total score, with higher scores indicating higher levels of perceived stress.

The **PSS-10** was chosen for this study due to its brevity, ease of administration, and widespread acceptance as a robust tool for assessing perceived stress across diverse populations. Its concise structure allowed for efficient data collection while providing insights into the subjective experiences of stress.

The scale has undergone extensive validation and reliability testing in various cultural and occupational settings, making it suitable for evaluating stress levels in the specific context of this research on security guards and non-security workers.

Key Values for PSS-10 Validity and Reliability:

- **Construct Validity:** Demonstrates strong correlations with related constructs like anxiety and depression scales.
- **Concurrent Validity:** Significant associations with life event stress measures and mental health outcomes.
- **Internal Consistency:** Cronbach's alpha values typically range from 0.78 to 0.91, indicating excellent reliability.
- **Test-Retest Reliability:** Correlation coefficients range from 0.70 to 0.85, demonstrating stability over time.

The PSS-10's focus on perceived stress provided a comprehensive understanding of the psychological burden experienced by participants, aligning with the study's objective of examining stress levels among security guards and non-security workers.

Instructional Strategy:

The instructional strategy for this study was thoughtfully designed to facilitate participants' understanding of the research process and ensure accurate and reliable data collection. Participants were provided with a clear briefing on the study's objectives, the purpose of the research, and the significance of their role in contributing to the findings. Key details, including the nature of the questions, confidentiality assurances, and the approximate time required to complete the questionnaires, were communicated through both written and verbal instructions.

The questionnaires were administered via Google Forms and in-person interactions, ensuring flexibility and accessibility for participants. For online participants, the Google Forms survey was structured with clear and concise instructions for each section to minimize confusion. Contact details, including an email address, were shared for participants to seek clarifications or assistance during the process.

For in-person administration, participants were given a brief overview of the Perceived Stress Scale (PSS-10) by Cohen, with an emphasis on understanding the Likert scale used for responses. The primary researcher was present to address any questions, clarify items, and ensure that participants could respond

thoughtfully and accurately. Efforts were made to create a comfortable and supportive environment to foster open and honest participation.

To encourage engagement, participants were informed about the importance and relevance of the study in understanding stress levels between security guards and non-security workers. They were reassured that their responses would contribute significantly to the research findings and help provide meaningful insights into occupational stress management strategies.

Ethical Concerns:

The study adhered to strict ethical guidelines to safeguard the rights, privacy, and well-being of participants throughout the research process. Before participation, individuals were provided with detailed information about the study's objectives, methodology, and any potential risks involved. Informed consent was obtained through a written consent form included in the **Google Forms** survey for online participation and via a verbal explanation for participants completing questionnaires in person.

Participants were explicitly informed that their involvement in the study was entirely voluntary, and they had the right to withdraw at any stage without facing any penalties or consequences. To protect confidentiality and anonymity, no personally identifiable information was collected during the data-gathering process. All responses were anonymized and securely stored to prevent identification of individual participants.

For personally administered questionnaires, participants were reassured of the confidentiality of their responses and their ability to opt out if they chose. In the case of **online surveys**, a clear statement in the Google Forms reiterated participants' rights, including their freedom to refuse or discontinue participation at any time.

The study was conducted with appropriate ethical clearance, which was obtained from the relevant institutional authorities to ensure compliance with established ethical standards. Participants were also informed about the purpose of the research, emphasizing its significance in comparing stress levels between security guards and non-security workers, thereby underlining the study's value in contributing to stress management strategies.

Data Analysis and Findings:

The data were analysed according to the scoring key of PSS-10, and further descriptive statistics as well as the z-test of the means of both samples were computed using Microsoft Excel.
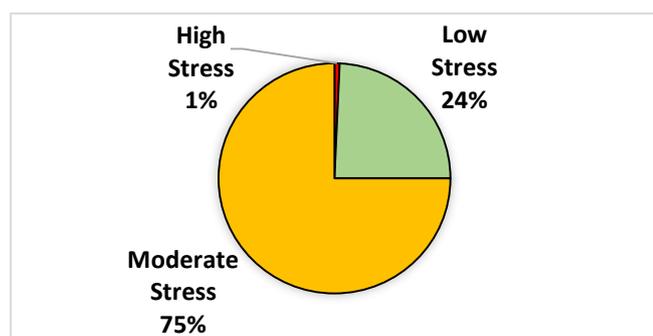
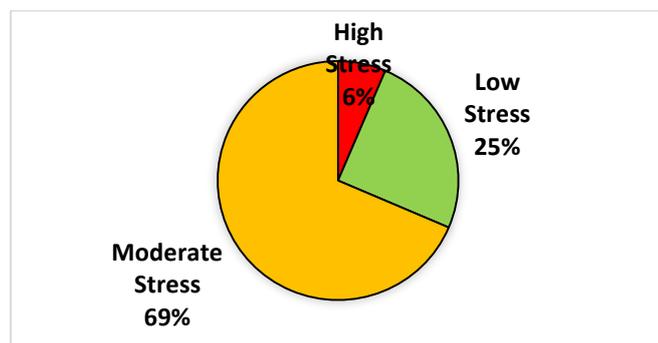**Stress Levels Amongst Security Workers**

Table 1:

Stress Levels among Security Workers

Count	Sum	Minimum	Maximum	Mean	Median	Mode
140	2236	5	30	15.97143	16	16

Standard Deviation	Standard Error	Sample Variance	Kurtosis	Skewness	Range	
3.731921	0.315405	13.92724	1.541199	0.652113	25	

Stress Levels – Non Security Workers

Table 2:

Stress Levels among Non-Security Workers

Count	Sum	Minimum	Maximum	Mean	Median	Mode
140	2435	4	32	17.39286	17	18

Standard Deviation	Standard Error	Sample Variance	Kurtosis	Skewness	Range	
5.77354	0.487953	33.33376	-0.14086	0.101624	28	

Table 3:

The z-test scores of the mean score of the stress level of Security Workers & Non-Security Workers

Group	Mean	Known Variance	Count
Security Workers	15.9714286	13.92723535	140
Non-Security Workers	17.3928571	33.33376156	140

Hypothesized Mean Difference	z	P(Z<=z) one-tail	z Critical one-tail	P(Z<=z) two-tail
0	-2.44645718	0.007213397	1.644853627	0.014426793

Z-Test Interpretation:

The z-test score in the analysis of stress levels between security workers and non-security workers is -2.446. The negative sign indicated that the mean stress score for security workers is 2.446 standard deviations below the mean of non-security workers. This z-score is much farther from 0 compared to a typical threshold for significance.

Significance: In the context of hypothesis testing, this z-score of -2.446 indicates that the difference in stress levels between security workers and non-security workers is statistically significant. This is supported by the p-value (one-tail) of 0.0072, which is much lower than the common significance level of 0.05.

For a z-score to be considered statistically significant (assuming a two-tailed test), it must exceed the critical z-value of ±1.96 for a 95% confidence level. Since the absolute value of the z-score, 2.446, is larger than 1.96, we can reject the null hypothesis. This means the data provides enough evidence to suggest a significant difference in stress levels between the two groups.

Therefore, it can be concluded that there is a significant difference in the stress levels of security and non-security workers in Bengaluru city. The difference is unlikely due to random variation, supporting the alternative hypothesis that security workers and non-security workers have meaningfully different stress levels.

CONCLUSION

The analysis of perceived stress levels between security and non-security workers using the Perceived Stress Scale (PSS-10) uncovered a significant difference. The mean stress score for security workers was 15.97, while non-security workers exhibited a higher mean score of 17.39. The z-test conducted to assess the significance of this difference resulted in a z-score of -2.446 and a p-value of 0.0144 (two-tailed), which is below the standard significance threshold of 0.05. These results led to the rejection of the null hypothesis, confirming that there is a statistically significant difference in perceived stress levels between the two groups. Non-security workers, on average, experience higher stress levels compared to security workers.

The findings align with prior research that highlights elevated stress levels in non-security worker populations. Bhatt et al. (2024) reported high stress among unorganized building construction workers in Gujarat, while Shaik et al. (2019) observed similar patterns regarding the quality of life among migrant construction workers. Similarly, Gurung et al. (2016) identified workplace stress among staff nurses in a tertiary care hospital in Bengaluru.

Furthermore, the greater standard deviation for non-security workers (5.77) compared to security workers (3.73) indicates more variability in stress levels among the former group. This suggests that while some non-security workers may experience moderate stress, others endure significantly higher levels.

The results emphasize the importance of addressing the unique occupational stressors faced by non-security workers. Factors such as work conditions, job expectations, and the absence of structured support systems may contribute to these elevated stress levels. Future research could explore targeted interventions to alleviate stress and enhance well-being in non-security worker populations.

Recommendations

Based on the findings that non-security workers exhibit significantly higher stress levels compared to security workers, the following recommendations can be made:

1) Implement Stress Management Programs for Non-Security Workers:Given the elevated stress levels among non-security workers, organizations should develop targeted stress management initiatives. These could include workshops on mindfulness, resilience building, and time management, tailored specifically to the unique challenges faced by non-security workers.

2) Enhance Workplace Support Systems: The findings suggest that stress levels among non-security workers may stem from the absence of structured support systems. Employers could introduce regular counselling sessions, peer support groups, and access to Employee Assistance Programs (EAP) to address work-related stressors effectively.

3) Introduce Flexible Work Policies: To mitigate stress, flexible work policies such as adjustable working hours, remote work options, and designated rest periods can help non-security workers manage their workload and personal responsibilities more effectively.

4) Conduct Job Role Analysis and Redesign: A detailed analysis of job roles and responsibilities for non-security workers could identify specific stress-inducing factors. Job redesign initiatives, such as task simplification or better workload distribution, can help reduce stress and improve productivity.

5) Organize Stress-Reduction Activities: Employers should facilitate activities like yoga, meditation sessions, or recreational breaks that promote relaxation and mental well-being. Regular team-building exercises can also foster camaraderie and reduce workplace stress.

6) Raise Awareness about Stress and Coping Strategies: Conduct awareness campaigns on stress management techniques and the importance of mental health. These campaigns can include training on recognizing early signs of stress and adopting effective coping mechanisms.

7) Monitor Stress Levels Periodically: Regular stress assessments for all employees, including non-security workers, can help identify stress trends and implement timely interventions. Incorporating stress measurement tools like the Perceived Stress Scale (PSS) in employee surveys can provide valuable insights.

8) Focus on Variability in Stress Levels: The higher standard deviation among non-security workers indicates variability in their stress experiences. Tailored interventions addressing the needs of high-stress individuals within this group can lead to more effective outcomes.

9) Encourage Research on Industry-Specific Stressors: Organizations should sponsor or collaborate on research exploring stress levels across various industries and roles. Understanding industry-specific stressors can inform strategies for mitigating stress in non-security occupations.

By addressing the specific stressors faced by non-security workers and fostering a supportive work environment, organizations can significantly enhance employee well-being and productivity.

Implications

The implications of this study on perceived stress levels between security guards and non-security workers in Bengaluru are significant, both for organizational practices and broader workforce well-being strategies. Key implications include:

Targeted Stress Management Interventions: The study underscores the need for organizations to implement tailored stress management programs, particularly for non-security workers who exhibit higher stress levels. These interventions could include mindfulness training, cognitive-behavioral strategies, and access to counselling services to address their unique stressors effectively.

Informed Workforce Policies: The findings can inform workplace policies aimed at reducing stress, such as flexible working arrangements, fair task distribution, and regular employee check-ins. Addressing stress proactively can lead to improved employee satisfaction and productivity.

Focus on Role-Specific Challenges: The study highlights the variability in stress experiences between different job roles. Employers should consider conducting detailed role-specific analyses to identify and mitigate stress-inducing factors, fostering a healthier work environment for all employees.

Enhanced Support for Non-Security Workers: Non-security workers could benefit from increased access to Employee Assistance Programs (EAP), peer support networks, and periodic stress assessments. These support mechanisms can help in early identification and resolution of stress-related issues.

Opportunities for Industry-Specific Research: The findings highlight the potential for further exploration into stressors unique to different industries or roles. Organizations could collaborate with academic institutions to deepen the understanding of occupational stress dynamics and design effective interventions.

Promoting Well-being as a Strategic Priority: Recognizing the broader implications of stress on health and productivity, organizations should position employee well-being as a strategic priority. This includes integrating stress management into corporate wellness programs and leadership development initiatives.

Implications for Policy and Training: Policymakers and training professionals can leverage these findings to design educational modules and workshops that build awareness about stress management and coping strategies across occupational roles.

Insights for Organizational Design: The differing stress levels suggest that job design and organizational culture play a significant role in employee well-being. Organizations should strive to create environments that promote equity, recognition, and meaningful engagement, reducing stress across the workforce.

By applying these insights, organizations can develop comprehensive strategies to enhance employee well-being, foster resilience, and improve overall organizational performance.

Delimitations

This study is limited to assessing perceived stress levels among security guards and non-security workers in Bangalore, India, focusing on a specific urban population. As a result, the findings may not be generalizable to other regions or populations with different socio-economic and occupational dynamics. The use of a sample size of 140 participants in each category , while adequate for the scope of this study, may limit the comprehensiveness of the insights compared to larger, more diverse samples. The study employs the Perceived Stress Scale (PSS-10), a validated tool for measuring stress, but the findings are confined to its scope and do not encompass other dimensions of stress, such as physiological or behavioural responses. The research is cross-sectional, capturing data at a single point in time, and therefore does not account for changes in stress levels due to evolving work conditions or external factors beyond this timeframe. Additionally, external variables such as family support, financial stability, or personal health, which could influence stress levels, are not considered. The study emphasizes workplace stress factors, excluding broader life stressors that may interact with occupational stress. Finally, reliance on self-reported data introduces potential biases and inaccuracies in participants' perception of stress, such as social desirability or errors in self-assessment.

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ANNEXURE

Perceived Stress Scale (PSS-10),

Developed by Sheldon Cohen

1. In the last month, how often have you been upset because of something that happened unexpectedly?
2. In the last month, how often have you felt that you were unable to control the important things in your life?
3. In the last month, how often have you felt nervous and "stressed"?
4. In the last month, how often have you felt confident about your ability to handle your personal problems?
5. In the last month, how often have you felt that things were going your way?
6. In the last month, how often have you found that you could not cope with all the things that you had to do?
7. In the last month, how often have you been able to control irritations in your life?
8. In the last month, how often have you felt that you were on top of things?
9. In the last month, how often have you been angered because of things that were outside of your control?
10. In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?