



Occupational Stress Index

Dr. A. K. Srivastava and Dr. Ashok Pratap Singh

Interpretive Report

VIVEK
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Particulars

Name	VIVEK
Gender	MALE
Reason for Referral	Sample Report
Assessor	VIVEK PATIL

Disclaimer

This profile arises from self-report questionnaires which may have alterations/variation due to individual's actual level of motivation, interests, experience, values, abilities, skills, mood state etc. than the analysis in the report captured basis the responses shared at the time of testing. The report must be interpreted in the light of corroborating evidence gained during the clinical interview. The findings of this report should be professionally interpreted in the light of other information about the individual. This report may include sensitive information that is likely to be misinterpreted by those without the required training. Authorization for use of this report is limited to the examinee and their designated consultants. Any further use requires the authorization of the examinee or their legal guardian.



Introduction

This report is based on the subject's responses to Occupational Stress Index (OSI). This report is presented in 2 sections; the first section provides Comprehensive information about the respondent's composite occupational stress and its interpretation and the second section provides the subject's detailed profile on each of the 12 dimensions/sub-facets of occupational stress and score interpretation.

Overview of the test

The Occupational Stress Index is a 46-item self-report measure that is used by Adults to know the extent of stress that employees perceive arising from various constituents and conditions of their job. It was developed by Dr A. K. Srivastava and Dr Ashok Pratap Singh in 2019. The twelve Subscales related to almost all relevant components of job life which cause stress in some way or the other are role overload, role ambiguity, role conflict, group pressure, responsibility, under-participation, powerlessness, poor peer relationship etc.

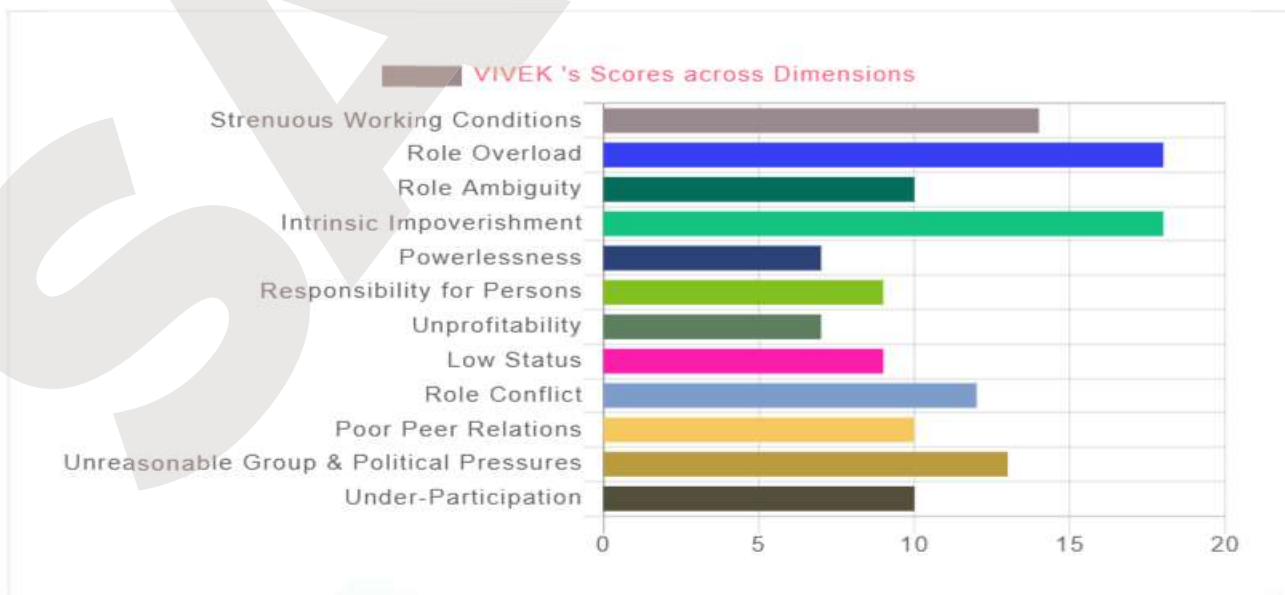




Results

TOTAL SCORE	QUALITATIVE DESCRIPTOR
137	Moderate

SUBSCALE	RAW SCORE	QUALITATIVE DESCRIPTOR
Strenuous Working Conditions	14	Moderate
Role Overload	18	Moderate
Role Ambiguity	10	Moderate
Intrinsic Impoverishment	18	High
Powerlessness	7	Low
Responsibility for Persons	9	Moderate
Unprofitability	7	Moderate
Low Status	9	Moderate
Role Conflict	12	Low
Poor Peer Relations	10	Moderate
Unreasonable Group & Political Pressures	13	Moderate
Under-Participation	10	Low





Occupational Stress is the physical and emotional strain resulting from job related factors like excessive workload, job insecurity, poor working conditions, unclear roles and difficult relationships at work. Pressure at the workplace is unavoidable due to the demands of the contemporary work environment. Pressure perceived as acceptable by an individual may even keep workers alert, motivated, able to work and learn, depending on the available resources and personal characteristics. However, when that pressure becomes excessive or otherwise unmanageable it leads to stress. Stress can damage an employees' health and the business performance.

Total Score Interpretation

Overall_Moderate

The respondent has an overall moderate score on the Occupational Stress Index. The individual's experience, capabilities, resources, or needs closely match the job demands. Moderate level of stress of the individual might be indicative of a healthy response to challenges at the workplace, which is often necessary and can help the individual to stay active and alert at work. Some amount of stress can motivate us and help us to become more productive. Some moderate amount of stress experienced by the respondent might be influenced by such factors as autonomy and independence, decision latitude, workload, level of responsibility, job security, physical environment and safety, the nature and pace of work, and relationships with coworkers and supervisors.

Dimension Wise Interpretations

Strenuous Working Conditions

14

This dimension covers tense circumstances in which work has to be done, risky and complicated assignments, unsatisfactory working conditions from the point of view of welfare and convenience, etc.

Score Interpretation

Moderate_Strenuous Working Conditions

The respondent has a score which corresponds to Moderate on Strenuous Working Conditions. Generally, the person who falls in this category tends to indicate that of typical or moderate level of stress due to job situations such as tense circumstances in which work has to be done, risky and complicated assignments,



unsatisfactory working conditions from the point of view of welfare and convenience, etc.

Role Overload

18

This dimension covers areas such as workload, staff insufficiency, lack of time, personal problems, job dissatisfaction, etc.

Score Interpretation

Moderate_Role Overload

The respondent has a score which corresponds to Moderate on Role Overload. Generally, the person who falls in this category tends to indicate that job roles are challenging enough to handle in a reasonable amount of time. This is indicative of typical or moderate level of stress due to job situations like excessive workload, staff insufficiency, lack of time, personal problems, job dissatisfaction, etc.

Role Ambiguity

10

This dimension is characterized by vague and insufficient information related to the job role, vague and poor planning of the job, vague expectations by colleagues and supervisors, etc.

Score Interpretation

Moderate_Role Ambiguity

The respondent has a score which corresponds to Moderate on Role Ambiguity. Generally, the person who falls in this category tends to indicate that typical or moderate level of stress due to individual's job role. The individual understands most of the job duties and responsibilities. The subject has some information related to the job role, has fixed job duties and has specific expectations by colleagues and supervisors, etc. Some amount of stress indicates a pleasant workplace environment for the person which they are likely to find motivating.

Intrinsic Impoverishment

18



This dimension covers areas such as the Monotonous nature of assignments, the opportunity to utilize abilities and experience independently, the opportunity to develop aptitude and proficiency, the place of suggestion in problem-solving, etc., which are included in this area.

Score Interpretation

High_Intrinsic Impoverishment

The respondent has a score which corresponds to High on Intrinsic Impoverishment. Generally, the person who falls in this category tends to indicate that high level of stress is caused by job situations such as monotonous nature of assignments, ability to utilize abilities and experience independently, ability to develop aptitude and proficiency, and role as a problem solver, etc.

Powerlessness

7

This dimension covers areas such as acceptance of decisions taken by the person among employees, acceptance of suggestions regarding training programs of employees, lack of coordination of interest and opinion in making appointments for important posts, etc.

Score Interpretation

Low_Powerlessness

The respondent has a score which corresponds to Low on Powerlessness. Generally, the person who falls in this category tends to indicate that of little to no stress due to job situations characterized by areas such as acceptance of decisions taken by the person among employees, acceptance of suggestions regarding training programs of employees, lack of coordination of interest and opinion in making appointments for important posts, etc.

Responsibility for Persons

9

This dimension covers such aspects as the thrust of responsibility of other persons, the responsibility of other employees' future, responsibility for the progress of organization, etc.

Score Interpretation

Moderate_Responsibility for Persons



The respondent has a score which corresponds to Moderate on Responsibility for Persons. Generally, the person who falls in this category tends to indicate that of typical or moderate level of stress due to job situations characterized by difficulty in aspects as the thrust of responsibility of other persons, the responsibility of other employees' future, responsibility for the progress of organization, etc.

Unprofitability

7

This dimension covers areas such as Low salary, absence of rewards, lack of motivation, etc., which are included here.

Score Interpretation

Moderate_Unprofitability

The respondent has a score which corresponds to Moderate on Unprofitability. Generally, the person who falls in this category tends to indicate that the individual experiences typical or moderate level of stress in regards to their salary and rewards received at the workplace. Overall, the respondent is likely to stay motivated at their workplace.

Low Status

9

This dimension covers respect received by an employee from others, the role of nature of the job in enhancing social status, due significance given by higher authorities to the post and work, etc.

Score Interpretation

Moderate_Low Status

The respondent has a score which corresponds to Moderate on Low Status. Generally, the person who falls in this category tends to indicate that of typical or moderate level of stress related to work situations such as respect received by a worker from others, the role the job plays in enhancing one's social status, and the importance given to the job and work by higher authorities, etc.

Role Conflict

12



This dimension covers areas such as Contradictory instructions from higher officers, interference of officials in the working conditions, vague instructions and insufficient facilities regarding new assignments, the contradiction between office instructions and formal working procedures, and difficulty in implementing new procedures and policies, etc., are included in this dimension.

Score Interpretation

Low_Role Conflict

The respondent has a score which corresponds to Low on Role Conflict. Generally, the person who falls in this category tends to indicate that of little to no stress due to job situations which might include situations like contradictory instructions from higher officers, interference of officials into the working conditions, vague instructions and insufficient facilities regarding new assignments, contradiction between office instructions and formal working procedures, difficulty in implementing new procedures and policies, etc.

Poor Peer Relations

10

This dimension covers job areas such as poor interpersonal relationships with colleagues, colleagues' attempt to defame and malign the employee as unsuccessful, colleagues' lack of cooperation in solving administrative and industrial problems, lack of cooperation and team spirit of employees of the organization, etc.

Score Interpretation

Moderate_Poor Peer Relations

The respondent has a score which corresponds to Moderate on Poor Peer Relations. Generally, the person who falls in this category tends to indicate that of typical or moderate level of stress due to job situations such as poor interpersonal relationships with colleagues, colleagues' attempt to defame and malign the employee as unsuccessful, colleagues' lack of cooperation in solving administrative and industrial problems, lack of cooperation and team spirit of employees of the organization, etc.

Unreasonable Group & Political Pressures

13



This dimension covers the difficulty to adjust with the political and group pressures and formal rules and instructions, compulsion to perform unwillingly, maintenance of group conformity, violation of formal procedures and policies, etc.

Score Interpretation

Moderate_Unreasonable Group & Political Pressures

The respondent has a score which corresponds to Moderate on Unreasonable Group & Political Pressure. Generally, the person who falls in this category tends to indicate that typical or moderate level of stress due to job situations characterized by difficulty to adjust with the political and group pressures and formal rules and instructions, compulsion to perform unwillingly, maintenance of group conformity, violation of formal procedures and policies, etc.

Under-Participation

10

This dimension covers job areas such as the position of the person in the organization — that with high or low power; the acceptance of suggestions made by other persons, etc.

Score Interpretation

Low_Under-Participation

The respondent has a score which corresponds to Low on Under-Participation. Generally, the person who falls in this category tends to indicate that a low level of stress caused by tasks related to a person's position in the organization, whether they have high or low power, their ability to accept suggestions from others, etc.



Item Responses

1	1	2	2	3	3	4	4
5	1	6	4	7	3	8	2
9	5	10	2	11	3	12	2
13	1	14	4	15	3	16	4
17	5	18	2	19	3	20	2
21	5	22	4	23	4	24	5
25	4	26	3	27	1	28	2
29	3	30	2	31	1	32	5
33	4	34	3	35	4	36	5
37	1	38	4	39	3	40	2
41	1	42	4	43	3	44	2
45	1	46	5				



Impressions / Suggestions

Assessor Suggestions for the Report

Urophi/Prasad