

**ORGANIZATIONAL ROLE STRESS:
FOCUS ON EXECUTIVES OF CONSTRUCTION INDUSTRY**

**BY
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DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES**

**Submitted
in fulfillment of the requirements of the degree of Doctor of Philosophy**

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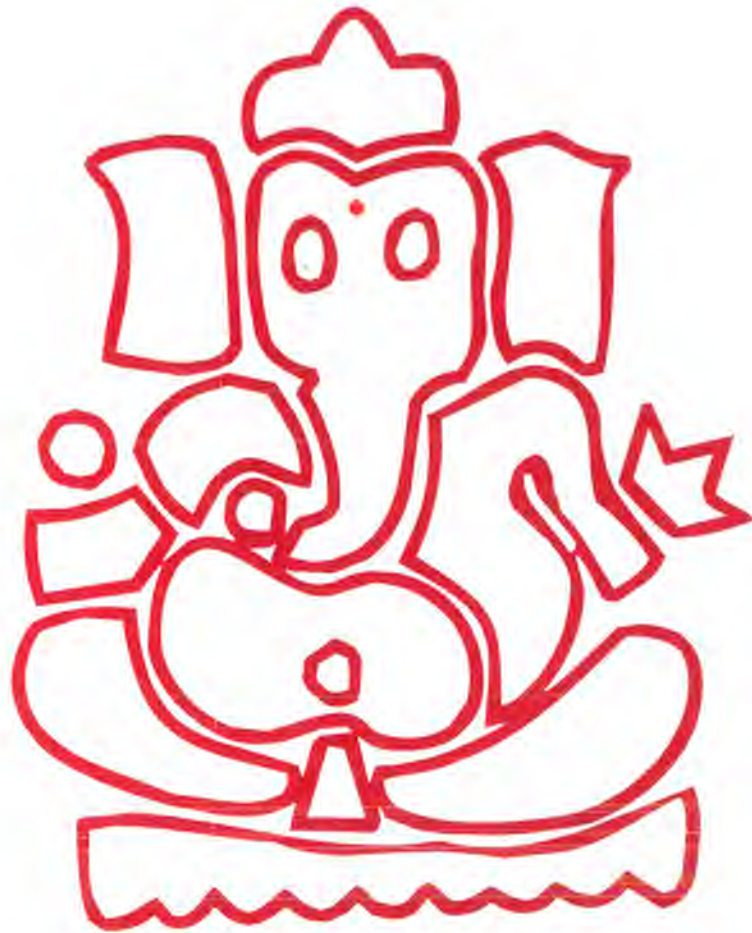
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DEDICATED TO MY
SPECIAL GIRL AND PARENTS



Inspiration from lord Ganeshjee

Lord Ganeshjee's **big head** inspires us to think big and think profitably; and the **big ears** prompt us to listen patiently to new ideas and suggestions; the **narrow eye** point to deep concentration needed to finish tasks in hand well and quickly; the **long nose** tells us to poke around inquisitively to learn more; and the **small mouth** reminds us to speak less and listen more.

CERTIFICATE

This is to certify that the thesis entitled “ORGANIZATIONAL ROLE STRESS: FOCUS ON EXECUTIVES OF CONSTRUCTION INDUSTRY” being submitted by RAKSHITA SHARMA to the Indian Institute of Technology, Delhi for the award of the degree of Doctor of Philosophy, is a record of bonafide research work carried out by her.

Rakshita Sharma has worked under my guidance and supervision and has fulfilled the requirements for the submission of this thesis, which to my knowledge, has reached the requisite standard.

The results contained in this thesis have not been submitted in part or in full, to any other University or Institute for the award of any degree or diploma.



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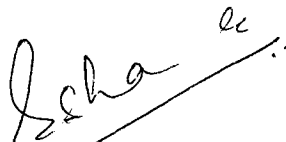
It is a matter of deep rooted pleasure for me to express my heart felt gratitude and indebtedness to my learned and esteemed supervisor Dr.(Mrs)Amulya Khurana. Her valuable and wise guidance, indispensable comments, meticulous attention and affectionate encouragement during this endeavour kept me stress free to work on stress. Anything written in words is less to express the feelings because her various modes of personal motivation were a constant source of inspiration and encouragement. I will ever remain indebted to her.

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ABSTRACT

The aim of the present study is to find out the correlates and predictors of organizational role stress (ORS) among executives of construction industry. Based on the review of literature, altogether eight hypotheses were developed and tested. The sample consisted of 550 executives of construction industry across levels, (top = 54, middle = 316, junior = 180) from government (N=140), public (N=145) and private (N=265) sectors. The selection of sample was done on the basis of stratified random sampling method.

A set of 5 questionnaires was administered to the participants to collect data relating to 31 variables, of which 30 were independent consisting of Personal variables (12 background and one personality), Organizational variables (03 delegation, 06 motivational climate, and 08 organizational culture) and one dependent variable- (organizational role stress). Data was analysed using various univariate, bivariate and multivariate statistical techniques.

The results indicate that there is significant negative relationship of ORS with process of delegation, facilitating factors of delegation, certain dimensions of organizational culture (openness, confrontation, trust, proaction, autonomy, collaboration, experimentation), two of the motives of motivational climate (affiliation and expert influence), and certain background factors of executives (age, executive level, experience, education, income, type of organization).

However, marital status, number of children, number of earning members and type of family have significant positive relationship with executives' ORS.

Comparisons of executives' ORS across the sectors and executives levels were made using ANOVA followed by 't' test. Private sector executives were found to have maximum level of ORS in comparison with the executives of government and public sectors. ORS of junior level executives was found to be maximum followed by that of middle and top level executives. Stepwise multiple regression analysis revealed that only income, confrontation, family, affiliation, earning member, autonomy, process of delegation, proaction, experimentation and education have emerged as significant predictors of ORS of executives in Construction Industry.

The results have been discussed. Also limitations of the study have been pointed out and recommendations for future research have been made.

CONTENTS

Page No.

CHAPTER-I: INTRODUCTION

1.1	The Concept of Organizational Role Stress	1-4
1.2	Brief Overview of Construction Industry in India	
	1.2.1 Background of Construction Industry	4-7
	1.2.2 Present State of Construction Industry	7-8
	1.2.3 Policy on Construction	9-12
	1.2.4 Scope of Construction Industry	12-14
1.3	Status of ORS Research	14-22
1.4	Objectives of the Study	23-24
1.5	Chapterization	24-25

CHAPTER-II: THEORETICAL PERSPECTIVES

2.1	Emergence of the Concept of ORS	
	2.1.1 Stress: from Eugenics to Work Reform	26-35
	2.1.2 Definition of Stress and its Related Terms	35-44
	2.1.3 Ancient Indian Concept Related to Stress	44-47
	2.1.4 Role Theory	47-53
	2.1.5 Conceptualization from Stress to ORS	53-77
2.2	Sources of Managerial Stress	
	2.2.1 Factors intrinsic to the job	78-80
	2.2.2 Role in the Organization	80-82
	2.2.3 Relationships at work	83-85
	2.2.4 Career development	85-86
	2.2.5 Extra Organizational Sources of Stress	86-88
	2.2.6 Characteristics of individual	88-90

2.3	Socio-Technical Design of Stress	92-94
2.4	Environmental Factors in Stress	94-98
2.5	Models of Organizational Stress	
2.5.1	A Model of Stress	98-105
2.5.2	Role Episode Model	106
2.5.3	Person- Environment fit model	106
2.5.4	Stress Chain Model	106-107
2.5.5	Transactional Model	107
2.5.6	Integrative Transactional Process Model	107
2.6	Consequences of Stress	
2.6.1	Individual Consequences of Stress	108-109
2.6.2	Organizational Consequences of Stress	110-111
2.7	Personality	
2.7.1	Dimensions of Personality	112-113
2.7.2	Type "A"/"B" Personality	113-115
2.8	Delegation	
2.8.1	Dimensions of Delegation	117
2.8.2	Approaches to Delegation	118
2.8.3	Other factors Influencing Delegation	118-120
2.9	Organizational Climate	120-125
2.10	Organizational Culture	125-127
2.10.1	Strong vs. weak cultures	127-128
2.11	The Conceptual Scheme Guiding the Present Study	128-130

CHAPTER-III: REVIEW OF EMPIRICAL LITERATURE

3.1	Studies based on Organisational Role Stress & Executives Stress	133-176
3.2	Studies based on Other Related Variables	
3.2.1	Background Factors	176-179

3.2.2	Personality	179-186
3.2.3	Delegation	186-187
3.2.4	Organizational Climate	187-194
3.2.5	Organizational Culture	194-197
3.2.6	Environment	298-201
3.2.7	Levels & Sectors	201-203
3.2.7b	Sectors	203-207
3.3	Development of Hypotheses	207-228

CHAPTER-IV: METHOD OF STUDY

4.1	Sampling and Population Characteristics	229-233
4.2	Variables and Instruments	
4.2.1	Variables	234-236
4.2.1 (a)	Dependent Variables	236-239
4.2.1 (b)	Independent Variables	239-251
4.2.2	Instruments	251-258
4.3	Data Collection Procedure	
4.3.1	Quantitative Method	259
4.3.2	Qualitative Method	260-261
4.4	Statistical Techniques used for Data Analysis	
4.4.1	Quantitative Analysis	261-263
4.4.2	Qualitative Analysis	263-264

CHAPTER-V: RESULTS AND DISCUSSIONS 265-294(b)

CHAPTER-VI: PERCEIVED ENVIRONMENTAL FACTORS INFLUENCING ORS

6.1	Economic Factors	298-300
6.2	Geographical Factors	301-302
6.3	Political Factors	303-306

6.4	Social Factors	307-309
6.5	Technological Factors	310-311

**CHAPTER-VII: SUMMARY, LIMITATIONS AND
RECOMMENDATIONS FOR FUTURE RESEARCH**

7.1	Summary and Implications	312-316
7.2	Limitations and Recommendations	316-320

REFERENCES	321-371
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APPENDIXES

AUTHOR'S BIODATA