

# A Study to Assess the Type A Behavior and Occupational Pressure

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## Abstract

*Introduction:* Type A Personality Behavior people will show so much perfection and dedication towards their respected work which they are supposed to do. However they are very competitive and self-critical. They strive toward goals without feeling a sense of joy in their efforts or accomplishments. Occupational stress now a days a bottle neck problem in the all the professions irrespective of their positions. *Aim:* The aim of the present study is to assess the type A behavior and occupational pressure on the SVUDDE Psychology Final Year distance education Students. *Methodology:* A cross-sectional research design was employed by using non-probability convenient sample technique. Data was collected by using a general behavior scale and occupational pressure scale by C. Looper. *Results:* A total number of 50 samples was taken for study, t-test shows that there is a statistical significance between occupation and occupational pressure i.e.  $P < 0.01$  Level. Moreover there was a Positive correlation between Behavior and Occupational Pressure i.e. 0.31 and correlation was significant at the  $p < 0.05$  level. It is *concluded* that in type A behavior people shows occupational pressure. *Recommendation:* Need to conduct different types of stress management programs, and personality development classes in occupational areas, there is a need to examine their findings by including more samples in the study, in order to make the results generalized.

**Keywords:** Behavior; Occupation; Occupational Pressure.

## Introduction

Type A individuals as ambitious, rigidly organized, highly status-conscious, sensitive, impatient, take on more than they can handle, want other people to get to the point, anxious, proactive, and concerned with time management. People with Type A personalities are often high-achieving "workaholics" who multi-task, push themselves with deadlines, and hate both delays and ambivalence [1]. It is therefore understood that Type A personalities are suited to smoking as a mechanism for relieving stress.

In his 1996 book, Type A Behavior: Its Diagnosis and Treatment, Friedman suggests that Type A behavior is expressed in three major symptoms: (1) free-floating hostility, which can be triggered by even minor incidents; (2) time urgency and impatience, which causes irritation and exasperation usually described as being "short-fused"; and (3) a competitive drive, which causes stress and an achievement-driven mentality. The first of these symptoms is believed to be covert and therefore less observable, while the other two are more overt [2].

Chronic pressure at work has debilitating impact on healthcare employers (e.g. reduced productivity, high costs, and poor patient care) as well as other professional like teachers, engineers, business, etc [3].

Work related stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge

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and abilities and which challenge their ability to cope. Stress occurs in a wide range of work circumstances but is often made worse when employees feel they have little support from supervisors and colleagues, as well as little control over work processes. There is often confusion between pressure or challenge and stress and sometimes it is used to excuse bad management practice [4].

### *Review of Literature*

#### *Related to Type A Behavior*

R. Van Diest (1990) conducted study on subjective sleep characteristics as coronary risk factors, their association with type A behavior and vital exhaustion. A deviant habitual sleep duration, sleep complaints, frequent napping and snoring have all been suggested as potential risk factors for future coronary heart disease. It has not been studied thoroughly, however, whether the association of these phenomena with coronary heart disease is confounded by Type A behavior or by a state of vital exhaustion. The aim of the present study was to explore the association of the above sleep characteristics with the coronary risk factors, 'Type A behavior' and 'vital exhaustion' systematically. The results indicated that Type A behavior was not associated with any of these sleep characteristics, except with frequent waking. Exhausted subjects, however, reported chronic sleep complaints, a short duration and frequent napping significantly more often than vital subjects. Type A behavior did not confound these associations. The data support the assumption that these sleep characteristics can be considered as potential risk factors for coronary heart disease because of their association with vital exhaustion [5].

Bruce D. Kirkcaldy, et al (2002), conducted a study on the influence of type A behavior and locus of control upon job satisfaction and occupational health. Results from this study show that in a sample of 332 German managers a Type A personality and an External locus of control are associated with greater perceived levels of stress (particularly in terms of inter-personal relationships), lower job satisfaction and a poorer physical and mental health than that of managers with a type B personality and an Internal locus of control. The magnitude of main effect size is substantially larger than the interaction terms (Type A × Locus of Control). There is no evidence to support a significant effect of a Type A × Locus of Control interaction on either of the health outcome measures (physical and psychological health), but there is some evidence of an interaction with work satisfaction outcomes (job satisfaction and

organizational satisfaction). Those with an External locus showed significantly lower levels of work satisfaction, especially when this characteristic was combined with a Type A personality. It appears that negative health consequences may outweigh the superficial attractiveness of the type A personality in a managerial position, particularly when this trait is coupled with a more external locus of control [6].

#### *Related to Occupational Pressure*

Paul A. Landsbergis (2006), conducted a study on, occupational stress among health care workers: A test of the job demands-control model. A survey instrument derived from the model was distributed to 771 hospital and nursing home employees in New Jersey, and 289 (37.5 per cent) were returned. Respondents did not significantly differ from non-respondents by age, sex, job tenure, union membership status, job satisfaction, job perceptions and attitude towards employer and union. The results support the hypothesis that reported job strain (job dissatisfaction, depression, psychosomatic symptoms) and burnout is significantly higher in jobs that combine high workload demands with low decision latitude. This association remained significant after controlling for age, sex, education, marital status, children, hours worked per week and shift worked. Other job characteristics (job insecurity, physical exertion, social support, hazard exposure) were also associated with strain and burnout [7].

Muhammad Jamal & Vishwanath V. Baba (2006), Conducted study on, Shiftwork and department-type related to job stress, work attitudes and behavioral intentions: A study of nurses, the present study examined the relationship of shiftwork and department-type with employees' job stress, stressors, work attitudes and behavioral intention. Data were collected by means of a structured questionnaire from nurses ( $N = 1148$ ) working in eight hospitals in a large, metropolitan city in eastern Canada. One-way ANOVA, MANOVA and two-way ANOVA were used to analyze data. Results generally support the prediction that nurses working on fixed shifts were better off than nurses working on rotating shifts in terms of the dependent variables of the present study. The prediction that nurses working in non-intensive care departments were better off than nurses working in intensive care departments received mixed support at best. A few interaction effects of shiftwork × department-type on dependent variables were also noted [8].

### *Aims & Objectives*

- ▶ To assess the type A behavior.
- ▶ To assess the occupational pressure.
- ▶ To know significance of type A behavior and occupational pressure on selected demographic variables.
- ▶ To correlate the relationship between type A behavior and occupational pressure.

### **Methodology**

*Research approach:* Quantitative research approach was adopted for the present study.

*Research design:* Cross sectional descriptive research design was adopted for the study.

#### *Variables of the study*

*Independent variable:* SVUDDE Psychology (Final) Students (2013-2015 Batch)

*Dependent variables:* Type A Behavior and Occupational Stress

*Extraneous Variables:* Age, Gender, Occupation, Education, Income, etc.

*Setting:* The study was conducted at Sri Venkateshwara University, Directorate of Distance Education, Department of Psychology, Tirupati. The setting was chosen on the basis of investigator feasibility in terms of availability of required sample and cooperation extended by the management.

*Sample:* Department of Psychology, Distance Education, M.Sc. Psychology Final Year Students (2013-2015 Batch)

#### *Sample Size*

consists of 50 students who fall under inclusion criteria.

*Sampling technique:* As the selection of samples depends on availability of the sample, a convenient sampling technique was adopted based on inclusion criteria.

#### *Development and description of the tool*

The tool was developed with the help of related literature from various text books, journals, web sites, discussion and guidance from the experts in the field of psychology and industrial psychology.

The tool consists of 3 sections.

*Section-I:* consists of questions to collect demographic data.

*Section II:* General Behavior Scale

*Section-III:* Occupational Pressure Scale

#### *Plan for data analysis*

Analysis of data was done by using descriptive and inferential statistics.

#### *Descriptive statistics were used to find out*

- ▶ Frequency, Percentage, Mean, Standard Deviation

#### *Inferential statistics were used to find out*

- ▶ t-test, Correlation

**Table 1:** Independent sample t-test for general behavior & Occupational Pressure with selected demographic variables

S. No	Demographic Variable	Type of Scale	t-Value	p
1	Age	Behavior	.179	.859
		Pressure	.065	.949
2	Gender	Behavior	1.075	.288
		Pressure	.000	1.00
3	Marital Status	Behavior	.146	.884
		Pressure	.094	.926
4	Education	Behavior	1.259	.211
		Pressure	.781	.439
5	Working Sector	Behavior	.411	.683
		Pressure	.798	.429
6	Occupation	Behavior	1.565	.124
		Pressure	2.644	0.01

## Results & Discussion

The main aim of the study was to investigate the influence of occupational pressure on demographic variables like age, gender, marital status, education, working sector, occupation, work experience.

This study also planned to observed influence of type 'A' Behavior on all the above stated demographic variables. The data was obtained from various individuals working different sectors and the same was subjected to appropriate statistical methods and the results were presented in the following table.

The results in table 1 firstly indicates that there is no significant difference between ages in their type a behavior and occupational pressure, and the t-values were (0.179), 0.065. Many of the employees were around 30 years, so all were having same potential to face occupational pressure irrespective of professional. Secondly regarding gender there is no significant between gender with their type a behavior and occupational pressure and the t values were 1.075, 0.000. It shows that in the group females were more than men but still there was no mean difference. Next demographic variable was marital status, no significance difference between marital status with their behavior and occupation pressure, and the t-values were (.146), (.094). Even though there were 17 married and 33 unmarried but still no difference in mean. Next demographic variable was education, there is no significance with behavior and occupation pressure, and the t-values were (1.259), (.781). Whoever UG 13, PG and above 37 but not

showing any mean difference. Next demographic variable was working sector, results depicts that there is no significance with their behavior and occupation pressure, and the t values were (.411), (.798), in government (19) and non-governmental (31) not have mean difference.

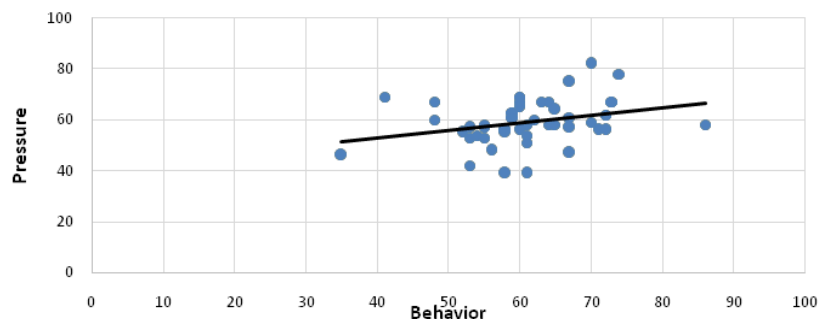
Next variable was occupation, results illustrate that there is no significance with Type a behavior and t-value was (1.565), (2.644), but there is a statistical significance between medical professional and non-medical professionals with occupational pressure i.e. 0.011 at the level of  $p < 0.01$ . It shows that there is a relationship between medical and non-medical because it suggests that the teachers experiencing lesser level of occupation pressure in their job than the health professionals. It shows the health care professionals are to provide quality services to the public at large also responsible in taking care of the patients within the preview of their job, perhaps there are more demands and lesser resources to usage their pressure in their job, this must have let the health care professionals to experience more occupational related pressure than compared to non-medical professionals. It is also seen from table 1 that there are no any significant difference between health care and non-health care professionals with regards to type A passion of behavior, it is surprising to note, two professions vary greatly as per as to duties and responsibilities are consent, health care professional put more efforts have more responsibilities in health care system compared to teachers who are involved in teaching programs

**Table 2:** Mean standard deviation and correlation between type a behavior and occupational pressure

S. No	Scale	Mean	Standard Deviation	Correlation	<i>p</i>
1	Type a Behavior	61.02	8.912		
2	Occupational Pressure	59.26	8.756	0.310	0.028

of the students. There is a farther need to examine their findings by including more samples in the study in order to make the results generalized.

Table 2 depicts Type a behavior Mean and Standard Deviation values were 61.02 and 8.912. Occupational Pressure Mean and Standard Deviation values were,



**Graph 1:** Shows the correlation between the type a behavior and occupational

59.26 and 8.756 respectively. There was statistically Significant Correlation ( $r= 0.310$ ), ( $p<0.05$ ) exists between type A behavior and occupational pressure.

From above Graph 1, there is Statistically Positive Correlation ( $r= 0.310$ ), ( $p<0.05$ ) type A behavior and occupational pressure.

### Conclusion

The main aim to know from the present study was investigate the influence of occupational pressure on various selected demographic variables (Age, Gender, Marital Status, Education, Occupation, and Working Sector. However this study also planned to observe influence of type 'A' behavior on all the above stated demographic variables. In this present study we would able to find out influence of occupation in regards to occupational pressure because of a great variation in the working area, as health care workers need to care more sick and ill patients and vary big task to fulfill their need.

### Limitations

The study was restricted for those who are attending the distance education classes in psychology department at Srivenkateshwara University. Moreover sample size was 50.

### Recommendations

In order to generalize and get proper statistical significance in results, there is a need to take more

than 100 sample and various settings like factories, companies (Multi-National & International), Universities, etc.

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