

Factors affecting organizational stress and scientific productivity of scientists of Punjab Agricultural University, Ludhiana

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ABSTRACT

The present study was conducted in four constituent colleges viz., College of Agriculture, College of Agricultural Engineering & Technology, College of Basic Sciences and Humanities and College of Home Science and Krishi Vigyan Kendras (KVKs) of Punjab Agricultural University, Ludhiana to measure the scientific productivity of the agricultural scientists and to analyse the factors affecting organizational stress. The scientists belonging to teaching, research and extension streams were identified from different cadres *i.e.*, Professors, Associate Professors and Assistant Professors. From these, 91 teachers, 105 researchers and 54 extensionists having minimum five years of service experience were selected from four constituent colleges and KVKs in proportion to the number of scientists in teaching, research and extension streams by following the probability proportional to size. Thus, a total of 250 scientists constituted the sample of the present study. Data were collected from the scientists by using distributed questionnaire approach and through mailed questionnaire from extensionists working in KVKs under the control of PAU, Ludhiana. The scientists from all the three cadres *i.e.* teachers, researchers and extensionists had medium level of organization stress such as self, family, environmental factors, organizational factors, organizational culture, role in organization, interpersonal relationship at work, workload, strict adherence to working hours, influence on career development and home-work interference. The scientific productivity was found to be medium in all the three cadres *i.e.* teaching, research and extension.