

Predictors Of Job Satisfaction Amongst Lawyers Occupational Stress and Physiological Burnouts as In District Wardha

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Abstract

Background: The practice of law is a high prestige, high skill, high income and high stress profession. The present study was conducted to find out the role of stressors on mental well-being which alter the physiological parameter such as Serum blood sugar, Serum Cortisol, Serum Lipid profile including Total Cholesterol(Tc), Triglycerides (Tg), High Density lipoprotein Cholesterol (HDL) , Low density lipoprotein cholesterol (LDL), Very low density lipoprotein cholesterol (VLDL), Serum Sodium and Serum potassium level of the lawyers populations .

Objectives: To study the occupational stress amongst the lawyers and to examine the physiological alterations and correlates of job satisfaction in them. Also to study the association between levels of stress and physiological alterations.

Methodology: Such kind of study was conducted in Dist. Court of Wardha District, which involved collection of data using predesigned proforma. By using Systematic Random sampling technique, out of total 87 lawyers were interviewed. Presumptive Stress Life Event Scale (PSLES) was used as a validated screening tool to calculate their Mental Stress Score. They represented upper Socio economic Class according to Modified Kuppuswami scale. Out of 87 individual 42 had high stress score (>200) has considered as stressed group while remaining 45 has low stress score or no stress score has considered as control group .The data generated during study was processed using various statistical tests with the aid of SPSS 18.0 statistical software . Significance level was chosen to be <0.05 by keeping in view the consequences of such error.

Conclusion: Job satisfaction is significantly and negatively correlated with stress. The need of the hour is to make an effort in coping with stress amongst lawyers.

Keywords: Job satisfaction, Burnout, and Stress Cortisol, Lipid profile, Electrolytes.

Introduction

Today , all of us have increasing needs in daily life .When these needs are not fulfilled stress builds up .Certain amount of stress is expected in daily life but too much stress is harmful. Stress basically is a reaction of mind and body against change in the homeostasis. The productive stress

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is called 'Eustress' while harmful stress is called 'Distress'. Stress has become common and serious problem which is faced by everyone, ,This problem has become common both in developed and developing countries and it is now known as third wave plague (Sutherland and cooper , 1990) .Stress is inevitable in the practice of law .In a study more than hundred occupations , lawyers had the highest rate of depress(Eaton et al. 1990, and Verma , 2008)The increase in number of lawyers led to increased competition and diminishing personal relationship with other lawyers(Daicoff 1997and Verma 2008).Lawyers ranked number one on the list of most depressed occupations (Sweeny , 1998and Verma, 2008) Woman lawyers have less job satisfaction and more stress as compared to male lawyers .Today an increasing number of lawyers are experiencing burnouts, insomnia, low productivity and stress related illness(Akimi et al . 2010) due to lack of balance in personal and professional lives. A psychosocial interplay between personality, power, status and service and intellectual challenge forms the career dilemma of lawyer's conflicts.

Job satisfaction has been defined as the positive orientation of an individual towards the work role which he is presently occupying and the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating one's values. It is basically an individual matter and refers to what one expects from his or her job and when there is mismatch between

Today an increasing number of lawyers are experiencing burnouts, insomnia, low productivity and stress related illness due to lack of balance in personal and professional lives. What is expected and what is received then dissatisfaction occurs.

Due to high Job demands (overload) there is significant impact of stress on their mental and physical health, which in turn leads to Job strains. There are varieties of factors that can influence a person's level of job satisfaction like pay, promotion system, working conditions, leadership, social relationships and the job itself (Anita Sharma etal 2010).

The happier the people with the jobs, the more satisfied they are said to be. It is an integral part of natural fabrics of life. It is an "underload or overload of matter, energy or information input to or output from a living system."Some degree of stress is the normal part of life and provides the stimulus to learn and grow, without an adverse effect on health.(Rajiv kalimo et al. 1997) . But when stress is intense, continuous or repeated as is often the case with occupational stress, ill health can result. It can destroy quality of life and also affect family life and which affect on the physiological factors in body and will be responsible for stress related disorder .

Woman lawyers have less job satisfaction and more stress as compared to male counterparts. The law profession is one of the most depressing one where a good social position and economic reward brings in more satisfaction. Moreover, it has found that increasing competition result in stress and low job satisfaction among lawyers (Daicoff. 1997). One of the main reasons that lawyers consider leaving the profession is the desire to spend more time on personal and family needs (Bentsi-Enchill, 2006). It has been reported that usually, the best and the brightest lawyers are most vulnerable to burnout and stress. Ambitious, capable people, who have high expectations of themselves, are particularly susceptible (Bentesi-Enchill, 2006, Verma, 2008). Increase in working hours and resulting decrease in personal life results in job dissatisfaction among lawyers (Sharma et al., 2010). In addition to time for self and family, financial reward was taken as the top satisfaction factor. A proper place to meet the clients adds to the prestige or lawyers in general.

Hence, in the backdrop of above information, the present study was carried out to assess the physiological changes occurring in the individuals of Lawyers society, who are exposed to different levels of stress. For this study, specific Lawyers communities that are integral part of the society have been selected. Today, all the above mentioned populations of lawyers are overburdened. Now it is clear that, these populations experience stressful events in their day-to-day life activities. Therefore, the main aim of this study was to evaluate the physiological changes as a function of stress in, lawyers etc.

METHODOLOGY

A selected study was proforma was prepared for the collection of data. Presumptive Stress Life Events Scale (PSLES) framed by Gurmeet Singh was used as a validated screening tool, to calculate the Mental Stress score. It gives the quantitative estimate of presumptive stress (weighted score) as experienced by Indian adult population on each specified life events in past one year. It is further divided according to desirability, into Desirable Events and Undesirable Events. Total score was graded according to No stress (<40), Less stress (40-200) and More stress (>200). The scale is simple to administer to literate as well as illiterate adults. Out of 87 individual 42 had high stress score (>200) has considered as stressed group while remaining 45 has low stress score or no stress score has considered as control group. Then 2ml to 3ml volume of blood sample was collected in sterile glass containers for the test. A number of analytical methods, which are combinations of physical, chemical and biochemical procedures have been adopted for the assessment of physiological and haematological parameters from blood samples collected from lawyers populations.

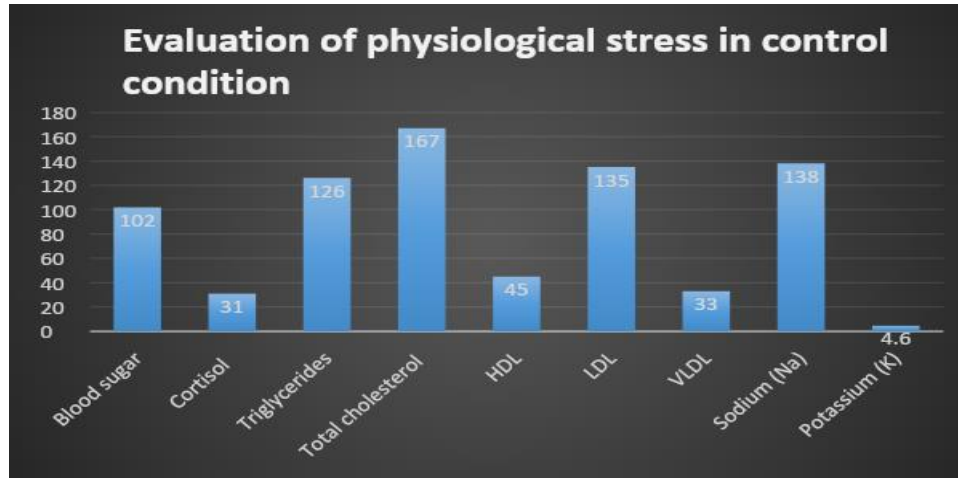
- 1) Serum blood sugar level estimated by god pod method (GOD POD).
- 2) Estimation of serum cortisol by Cortisol assay (RIA)
- 3) Estimation of fasting Total Cholesterol(TC), Serum Triglycerides (Tg), Serum high density lipoprotein cholesterol (HDL), Serum low density lipoprotein cholesterol (LDL), Serum very low density lipoprotein cholesterol (VLDL) by auto analyzer.
- 4) Estimation of Serum sodium (Na) and potassium (K) by auto analyzer method.

Results and Discussion

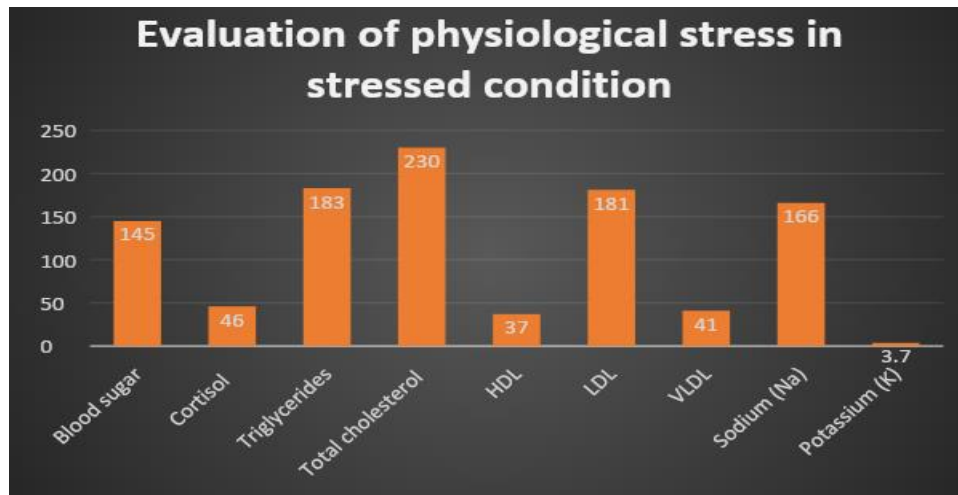
In the present study for the control group mean serum glucose level 102mg/dl, mean serum cortisol 31ng/ml, mean serum Total cholesterol (Tc) is 167mg/dl, mean serum Triglycerides (Tg) 126 mg/dl, mean serum high density cholesterol (HDL) 45 mg/dl, mean serum low density lipoprotein cholesterol (LDL) 135mg/dl, and Very low density lipoprotein cholesterol (VLDL) 33 mg/dl. Serum sodium level in control condition is 138mEq/L while serum potassium in control condition is 4.6 mEq/L.

In the present for the stressed group mean serum blood sugar is 145mg/dl, serum cortisol 46 ng/ml, mean serum Total cholesterol (Tc) 230mg/dl, mean serum Triglycerides (Tg) 183 mg/dl, mean serum High density lipoprotein cholesterol (HDL) 37mg/dl, Mean serum Low density lipoprotein cholesterol (LDL) 181mg/dl, mean serum very low density lipoprotein cholesterol (VLDL) 41 mg/dl, mean serum sodium 166 mEq/L and mean serum potassium 3.7 mEq/L was significantly higher ($p < 0.01$) than control respectively etc except high density lipoprotein cholesterol and potassium had decreased in stressed condition.

In the present study from the figure number 2 (stressed), it has been observed that value of these all physiological parameter significantly increased as compared to fig. number1 (Control) Sumanth and Mustafa (2007) showed that, in response to stress, ACTH is released which acts on



Sr. No.	Parameters	N	Mean	± S.D.	±S.E.	Min	Max	P
1	Blood sugar	50	102	±17.5	±2.4	68	138	N.S.
2	Cortisol	50	31	±13.5	±1.9	11	106	< 0.01
3	Triglycerides	50	126	±33.9	±4.8	64	197	<0.01
4	Total cholesterol	50	167	±21.2	±3.0	126	230	< 0.01
5	HDL	50	45	±10.5	±1.5	28	69	< 0.01
6	LDL	50	135	±16.7	±2.3	79	167	< 0.01
7	VLDL	50	33	±6.9	±1.0	19	52	< 0.01
8	Sodium (Na)	50	138	±16.5	±2.3	86	180	< 0.01
9	Potassium (K)	50	4.6	±1.3	±0.2	1.7	7.2	< 0.01



Sr. No.	Parameters	N	Mean	± S.D.	±S.E.	Min	Max	P
1	Blood sugar	50	145	±62.2	±8.7	67	305	<0.01
2	Cortisol	50	46	±26.7	±3.7	12	110	< 0.01
3	Triglycerides	50	183	±63.7	±8.9	91	371	<0.01
4	Total cholesterol	50	230	±88.8	±12.4	122	452	< 0.01
5	HDL	50	37	±9.7	±1.4	21	69	< 0.01
6	LDL	50	181	±71.3	±40.0	80	348	< 0.01
7	VLDL	50	41	±13.1	±1.8	19	74	< 0.01
8	Sodium (Na)	50	166	±48.7	±6.8	69	276	< 0.01
9	Potassium (K)	50	3.7	±1.2	±0.2	1.7	7.2	< 0.01

The adrenal cortex to stimulate the synthesis and release of cortisol. Increased serum cortisol influences the mobilization of stored fat and carbohydrate reserves which in turn increases blood glucose level. McKay and Cidlowski (2000) indicated that animals subjected to chronic stress exhibited increased cortisol level. It is well known that glucocorticoids induce liver gluconeogenesis resulting in elevated blood glucose. The previous literature indicates that the cortisol levels are strongly affected by the stress. Stress events (Wingenfeld et al., 2009) in case of lawyers can elevate cortisol levels in blood for prolonged periods. Subcutaneous adipose tissue regenerates cortisol from cortisone. In response to a stressor, Corticotropin-releasing hormone (CRH) and arginine-vasopressin (AVP) are secreted into hypophyseal portal system and activate neurons of the paraventricular nuclei (PVN) of the hypothalamus. The autonomic nervous system provides the rapid response to stress commonly known as flight-or-fight response, engaging the sympathetic nervous system and withdrawing the parasympathetic nervous system, thereby enacting cardiovascular, respiratory, renal and endocrine changes. When a person is exposed to a dangerous situation, his body gets ready to face it. It needs more energy for that. The 'fight or flight' response gets this extra energy. The initial step is taken by the hypothalamus of the brain that secretes Adrenocorticotrophic Releasing Hormone (ARH).

ARH stimulates the adjacent pituitary gland to secrete Adrenocorticotrophic hormone (ACTH). This in turn stimulates the adrenal glands that are situated on the kidneys to secrete adrenaline and cortisol. The two hormones work together to see that the body gets more energy by providing more oxygen and glucose. Triglycerides are considered as harmful to human health when they are above 170 milligram per deciliter of blood. Triglycerides level is used to calculate the LDL. The cause of rise in serum triglycerides levels may be due to peripheral lipolysis under the imbalance of hormonal influence. The results of the study showed that serum cholesterol level significantly increased, to meet the extra metabolic demands of body tissues. There were increased in the blood level of number of hormones during stressful period due to stimulation of pituitary adrenocortical axis, epinephrine, nor epinephrine and growth hormones. These hormones are lipolytic in nature and they mobilize the lipid stores of adipose tissue and liver to meet the extra caloric requirement of tissue (Wertlake et al., 1958). HDL is one of the major groups of lipoprotein, which enable lipids like cholesterol and triglycerides to be transported within the water based blood stream. HDL called good cholesterol. It tends to carry cholesterol away from tissues and protection from cardiovascular diseases. LDL cholesterol is called bad cholesterol. It is the part of the lipid profile and is one of the more important for atherosclerotic (CHD) diseases. VLDL is a type of lipoprotein and helps carry triglycerides to the liver and

other parts of the body .Russo et al. (2005) showed that cations namely sodium and potassium, may have an important role in determining cardiovascular diseases. The study that there is close association between dietary intake of sodium chloride and high blood pressure and cardiovascular morbidity and mortality. Sodium ions are necessary for regulation of blood and body fluids, transmission of nerve impulses, heart activity, and certain metabolic functions. Normally the body maintains the serum sodium level at a reference range up to 140mEq/L. The potassium (K) is the major exchangeable cation in the body. As a major intracellular solute, potassium plays a relevant role in modulating cell volume and osmolality. Moreover, it has an important role in several metabolic processes. It is critical in the function of many intracellular enzymes and in the maintenance of acid base status. Approximately 98% of the total body potassium content is found within cells at a concentration of 140-150 mole / ; the concentration of the remaining 2% is contained in the extracellular fluid, while a reverse gradient exist for sodium, which is present in a high extracellular concentration and a low intracellular concentration.

CONCLUSION

The productivity of the lawyers is the most decisive factor for the success of the practice, which is in turn dependent on psychosocial well-being of the lawyers in the age of highly dynamic and competitive world. The study shows there are no differences on the PSLES for age, marital status, education and occupation. It is significantly and negatively correlated with stress. Although certain limitations were met with the study, every effort has been made to make it much comprehensive. Nothing can isolate stress from human being. It can be managed but not simply done away with. A balance between work and family, a support network of friends and co-workers, and a relaxed and a positive outlook are the necessary preventive strategies in coping from the stress (Banet , et al. 2005, Eaton et al. 1990).

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