

Level of Job Stress among Employees – A Descriptive Study

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Abstract: Job stress comes in different forms and it affects the mind and body in different ways. Major stress comes out of a hectic work schedule or due to poor working condition. Conflicts with your boss, coworkers, or customers are other major causes of stress. The main objective of this study is to identify stress level of the employees and to explore various strategies to reduce the stress level among employees. This study aims at finding the individual and organizational stress/stressor. The researchers had selected 100 samples through simple random sampling method from two reputed industries at Tiruchirappalli district for this study. Descriptive design was adopted since the study aims at finding related facts. Data was collected through questionnaire method. The findings reveal that majority 63 percent of the respondents have low level of individual stress. Remaining 37 percent of the respondents have high level of individual stress. More than half 51 percent of the respondents have low level of organizational stress. Remaining 49 percent of the respondents have high level of organizational stress and the overall stress reveals that 53 percent of the respondents have low level of stress and 47 percent of them are having high level of stress.

Keywords: Stress, Individual Stress, Organizational Stress

I. Introduction

The term "stress" was first used by psychologist Hans Selye in the 1930s. In Selye's terminology, "stress" refers to a condition, and "stressor" to the internal reaction causing stress. It covers a huge range of phenomena from mild irritation to the kind of severe problems that might result in a real breakdown of health. Signs of stress may be cognitive, emotional, physical or behavioral. Signs include poor judgment, a general negative outlook, excessive worrying, moodiness, irritability, agitation, inability to relax, feeling lonely or isolated, depressed, aches and pains, diarrhea or constipation, nausea, dizziness, chest pain, rapid heartbeat, eating too much or not enough, sleeping too much or not enough, withdrawing from others, procrastinating or neglecting responsibilities, using alcohol, cigarettes, or drugs to relax, and nervous habits.

Job stress comes in different forms and affects our mind and body in different ways. Small things can make us feel stressed, such as a copy machine that never seems to work when we need it or phones that won't quit ringing. Major stress comes from having too much or not enough work or doing work that doesn't satisfy us. It's normal to have some stress. Stress releases hormones that speed up our heart, make us breathe faster, and give us a burst of energy. Stress can be useful when we need to focus on or finish a big project. But too much stress or being under stress for too long isn't good for us. Constant stress can make us more likely to get sick more often. It can make chronic pain worse and can also lead to long-term health problems such as heart disease, high blood pressure, back problems, and depression.

II. Ii. Review Of Literature

Mang (1988)^[5] conducted a research study on school teachers and administrators at Missouri and found that the three sources of stress consistently cited by teachers were rewards, quantitative over load and time pressure. Viljoen and Rothmann, (2009)^[10] found that organizational stressors contributed significantly to ill health and low organizational commitment. Stress about job security contributed to both physical and psychological ill health. Kayoko Urakawa and Kazuhito Yokoyam (2009)^[4] found that, sense of coherence is an important factor determining the coping ability over the job stress for both the genders. J.E. Agolla (2009)^[3] found that the coping strategies for stress were identified as exercising, socializing, healthy eating or diets, career planning and employee training. Connolly, John F and Willock, Joyce and Hipwell, Michele and Chisholm, Vivienne (2009)^[2] found that management standards for work related stress (demand, support, control, role, relationships and change) can be analyzed by examining 1) overall levels of psychological strain 2) job satisfaction, and 3) the psychosocial working conditions.

Urska Treven, Sonja Treven & Simona Sarotar Zizek (2011)^[9] in their research titled —Effective approaches to managing stress of employees, have found that, where the workers are said to be stressed are more likely to be unsuccessful in their work. Various approaches of managing stress, good work organization and good management are the effective ways of preventing stress. Khalid A. (2012)^[11] have found that, there is a

direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Kavitha (2012)^[6] found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women. P.S. Swaminathan & S. Rajkumar (2013)^[7] identified three conditions responsible for work stress they are 1) Role overload 2) Role self-distance 3) Role stagnation. Salasiah Hanin Hamjaha, Zainab Ismaila, Fariza Md. Sham, Rosmawati Mohd, Rasita & Adawiyah Ismail (2014)^[8] found in their study that academicians experience stress due to the burden of heavy workload leading to emotional and physical fatigue, and also whenever they receive new assignments.

III. Research Methodology

Stress is a reality of our everyday life. It is our body's way of responding to any kind of demand. Employees' stress is growing concern for organization today. It is very essential to provide a stress free work environment for the employees as stress in the work place reduces productivity, increase management pressure and makes people ill in many ways, evidence of which is still increasing. The main objective of the study is to identify stress level of the employees stress and to explore various strategies to reduce the stress level among employees. The study aims at finding the individual and organizational stress/stressors and to find the relationship and difference among employees with respect to job stress. The researchers had selected 100 samples through simple random sampling method from two reputed industries in Tiruchirappalli district for the study. Descriptive design was adopted since the study aims at finding related facts. Data was collected through questionnaire method.

IV. Findings

While analyzing the socio-demographic characteristics it is found that more than half 59 percent of them are living in nuclear family system and only 41 percent of them are living in joint family system. While analyzing the training programme attended 37 percent of the respondents have attended at the least two training programmes. More than half 55 percent of the respondents have attended 3 to 4 training programmes and remaining 8 percent have attended more than 4 training programmes. It is inferred that more than three fourth 76 percent of the respondents receive the salary between 10000 to 20000, less than one fourth 23 percent of the respondents receive below 10000 rupees. Remaining one percent get more than 20000 rupees. The researchers found that majority 63 percent of the respondents have low level of individual stress. Remaining 37 percent of the respondents have high level of individual stress. More than half 51 percent of the respondents have low level of organizational stress. Remaining 49 percent of the respondents have high level of organizational stress and the overall stress reveals that 53 percent of the respondents have low level of stress and 47 percent of them are having high level of stress.

Following are test made to find the correlation and difference between the variable

Table: 1 Karl Pearson Coefficient Of Correlation between the Number of Training Programme Attended and Various Dimensions of Stress Level

Sl. No.	Dimension	Correlation	Correlation value	Statistical inference
1	No. of training programmes attended and individual stress	.463	Moderate positive relationship	Highly Significant
2	No. of training programmes attended and organizational stress	.652	High positive relationship	Highly Significant
3	No. of training programmes attended and overall stress	.623	High positive relationship	Highly Significant

While analyzing the table it is found that there is a moderate positive relationship between the training programmes attended and the individual stress level and there is a high positive relationship between the number of training programmes attended and organizational stress and overall stress.

Table: 2: Karl Pearson Coefficient Of Correlation Between The Income Level And Various Dimensions Of Stress Level

Sl. No.	Dimension	Correlation	Correlation value	Statistical inference
1	Income level and individual stress	.271	Low positive relationship	Highly Significant
2	Income level and organizational stress	.499	Moderate positive relationship	Highly Significant
3	Income level and overall stress	.443	High positive relationship	Highly Significant

While analyzing the table it is found that there is a low positive relationship between the income level and the individual stress level and there is also a moderate positive relationship between the income level and organizational stress among the employees. This study also reveals that there is a high positive relationship between the income level and overall stress among the employees.

Table: 3: Student's T- Test between the Respondents' Type Of Family With Regard To Various Dimensions Of Stress Level

Dimension	Type of family	N	Mean	Std. Deviation	Std. Error Mean	Statistical inference
Individual stress	Nuclear	59	37.8136	4.12927	.53758	t =1.677 Df = 98 P > 0.05 NS
	Joint	41	36.4390	3.88619	.60692	
Organizational stress	Nuclear	59	63.2881	6.28093	.81771	t = 3.107 Df = 98 P > 0.05 NS
	Joint	41	59.1220	7.02565	1.09722	
Overall stress	Nuclear	59	101.1017	9.67167	1.25914	t = 2.754 Df = 98 P > 0.05 NS
	Joint	41	95.5610	10.20796	1.59422	

It is found on the above table there is no significant difference between various stress level and type of family. However it is very clear from the mean score nuclear family have high stress than the joint family system. Though the statistical reference shows that there is no significant difference between various stress level and type of family, the mean value shows that respondents from nuclear family shows higher level of stress than respondents from joint family.

V. Suggestions

The researchers found that there is a high level of stress (47 percent) among the employees in the industry and the researchers suggest that in order to reduce the stress level of employees, they should have clarification of their goals, roles, responsibilities and assignments, as it enables them to be aware of their work and what they are expected to do. Employees should also be enabled to participate in managerial activities and decision making. Welfare measures that are mandatory should be adopted including incentives and reasonable working hours. Stress management programmes including various workshops and seminars should be conducted periodically for the employees to reduce their personal as well as professional stress.

VI. Conclusion

This present study aimed at finding the various levels of individual and organizational stress among the employees working in two private industries at Tiruchirappalli district. Based on the findings, the researchers conclude that enriching welfare measures, maintaining reasonable working hours, worker gatherings and reasonable compensation packages would definitely reduce the individual and organizational stress among the employees, and will also contribute to the efficiency of the organization. Though the study is limited only to two industries at Tiruchirappalli district, its findings would be applicable for other similar industries.

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