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A Study on the Relationship Between Employee Job Stress and Job Satisfaction

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Abstract:

Many experts agree that one of the most difficult organisational concepts and the cornerstone of numerous management strategies to boost organisational productivity and efficiency is job satisfaction. Job stress and job happiness are intricately related. Job satisfaction and stress have a significant impact on labour productivity..

INTRODUCTION

Physical intelligence, work stress, and attachment types all have an impact on job happiness. People who experience stress connected to their anxiety are more likely to work. There is a drawback. Today's enterprises struggle with stress, which can be quite costly for them. One of the effects of job stress is job discontent, which leads to absenteeism, underemployment, lack of time spent at work, and other negative outcomes. These issues result in low labour productivity, which negatively affects the performance of the organisation. The more effectively an organisation can reduce workplace stress, foster a positive attitude toward its work, and establish the ideal conditions for job satisfaction, the more effectively it can pursue its objective of high production and efficiency.

REVIEW OF LITERATURE:

Toby Marshall Egan, Baiyin Yang, Kenneth R. Bartlett "The effects of organizational learning culture and job satisfaction" (2004). This study examined the relationship of organizational learning culture, job satisfaction, and organizational outcome variables with a sample of information technology (IT) employees in the United States. It found that learning organizational culture is associated with IT employee job satisfaction and motivation to transfer learning. Turnover intention was found to be negatively influenced by organizational learning culture and job satisfaction. Suggestions for future study of learning organizational culture in association with job satisfaction and performance-related outcomes are discussed.

Abraham Maslow (2007) In his theory of hierarchical needs .Maslow"s theory opines that humans have five progressive sets of needs, the first set being purely physical needs, also called physiological needs. These include all the needs a person needs just to stay alive like food, water, air, the maintenance of body temperature and the necessity of voiding of natural human waste. It is only when this basic need set is satisfied needs will be thought of for satisfaction. A number of opinions have been voiced on the limitations of Maslow"s theory and the need to look at the issue from multiple perspectives before accepting a particular position.

Turner and Lawrence (2020), among others have proposed that intrinsically, satisfying jobs are those where there is variety, where workers have autonomy in choosing procedures,where feedback is received concerning the effectiveness and work impact, where the work has some social significance or makes an important contribution to a product or services.

Mel Kleiman (2015) described that the essentials parts of a worthy employee training program are constructed on orientation, management skills, and operational skills of employees. These theories are the groundwork of any employee development program.

 Amjid Khan Dr. Shamshad Ahmed (2013) The purpose of this study was to measure the job satisfaction of library professionals serving in public sector universities of Khyber Pakhtunkhwa, Pakistan. Spector"s Job Satisfaction (JSS) scale was used to examine the job satisfaction of respondents". A total of 49 responses were collected and analyzed. The result shows that although library professionals working in these institutions were slightly satisfied with their nature of work, they were dissatisfied with supervision, benefits, promotion. Revision of service structure, promotion policies, improvement in academic qualification and advance training were suggested by the researchers.

Singh (2019)conducted a study on Ego-Strength among tribal and non-tribal males and female. The finding of the data reveals that non-tribal males and females have higher Ego- Strength as compared to tribal males and females respectively.

Amir Abou Elnaga, Amen Imran (2014) The Impact of Employee Empowerment on Job Satisfaction Theoretical StudyThe purpose of this study is to determine the relationship between employee empowerment and job satisfaction by reviewing and determining all factors which effect on this relation .For this purpose, a novel and innovative conceptual framework are used and presented. . Empowerment is mainly concerned with establishing and building trust between management and employees, and motivating their participation. It is one of the modern concepts which is believed able to improve the human element in the modern organizations to achieve high levels of cooperation, team spirit, self-confidence, innovation, independent thinking and entrepreneurship.

STATEMENT OF THE PROBLEM:

The research problem of the study is "to analyze the employee job satisfaction and job stress "

OBJECTIVES OF THE STUDY

- To identify the job stress among the employee.
- To study and analyze the various factors that are affecting job satisfaction level.
- To study the nature of the relationship between job stress and organizational commitment in employees.

SCOPE OF THE STUDY:

- The project was developed on the basis of employee"s job satisfaction and job stress.
- It will be helpful to find out the factor which encourages the employee to work with high involvement.
- It will be helpful for the company to find out the job satisfaction level of their employees and in turn, help to create a favour job environment for the employee to increase the productivity of the company.

MEANING OF RESEARCH:

The systematic method consisting of enunciating the problem, formulating a hypothesis, collecting the facts or data, analyzing the facts and reaching certain conclusion either in the form of solutions towards the concerned problem or in certain generalizations for some theoretical formulation.

RESEARCH METHODOLOGY:

The methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. Typically, it encompasses concept such as paradigm, theoretical model phases and quantitative techniques.

RESEARCH DESIGN:

The research design used in this project is descriptive inn nature. The descriptive research is study in an attempt to obtain all relevant and accurate descriptive of the situation includes surveys and fact findings enquiries of different kinds.

DATA COLLECTING METHOD:

To achieve all the said objectives through both primary and secondary data collected.

PRIMARY DATA:

The primary data are collected by using questionnaire. The questionnaire was prepared mainly to know relationship between job satisfaction and job stress in the organization.

SECONDARY DATA:

Secondary data means data that the already available, the data collected in the annual report and organizational profile.

SAMPLING POPULATION:

The sampling population is 30 employees in UPT.

SAMPLING SIZE:

The sampling size of the study is 30 employees in UPT, Bangalore

AREA OF SAMPLING:

The area of sampling is UPT, Bangalore.

SAMPLING METHOD:

Sampling method used to the study is census sampling.

TOOLS USED FOR THE STUDY:

The following statistical tool has been used to analyze the collected data form simple percentage analysis.
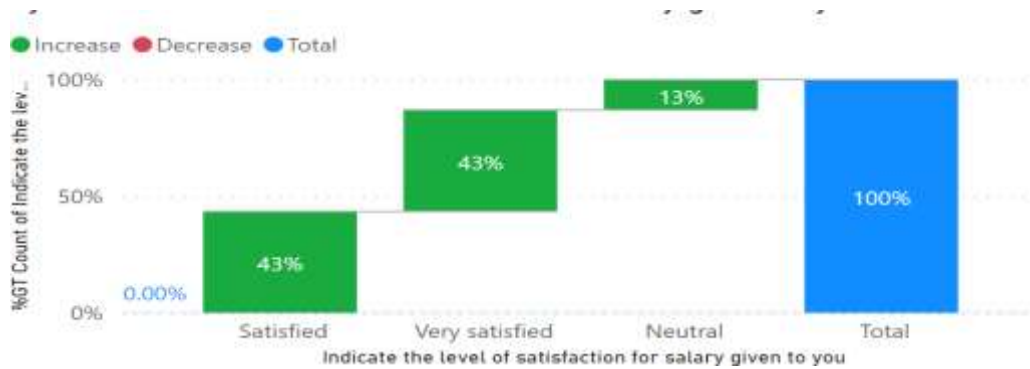
ANALYSIS & INTERPRETATION:

CLASSIFICATIONS BASED ON SALARY SATISFACTION

TABLE-1

LEVEL	SALARY SATISFACTION
Neutral	13%
Satisfied	43%
Very satisfied	43%
Grand Total	100

BASED ON SALARY SATISFACTION

CHART-1

INTERPRETATION:

From the above table is infers that 43% of employees are highly satisfied with their salary level, 43% of employees are satisfied with their salary level and 13% of employees are highly neutral with their salary level.
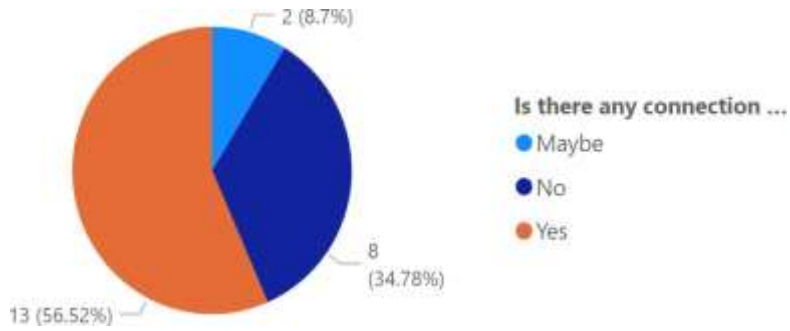
CLASSIFICATIONS BASED ON THE RELATIONSHIP BETWEEN PAY AND PERFORMANCE

TABLE-2

SCALE	Count of Is there any connection between pay and performance?
Maybe	3
No	8
Yes	19
Grand Total	30

BASED ON THE RELATIONSHIP BETWEEN PAY AND PERFORMANCE
CHART-2

INTERPRETATION:

From the above table is infers that 56% of employees are saying yes with their pay related to the performance , 34% of employees are saying no with their pay related to performance is low and 8.7% of employees are highly neutral with their pay related to performance.
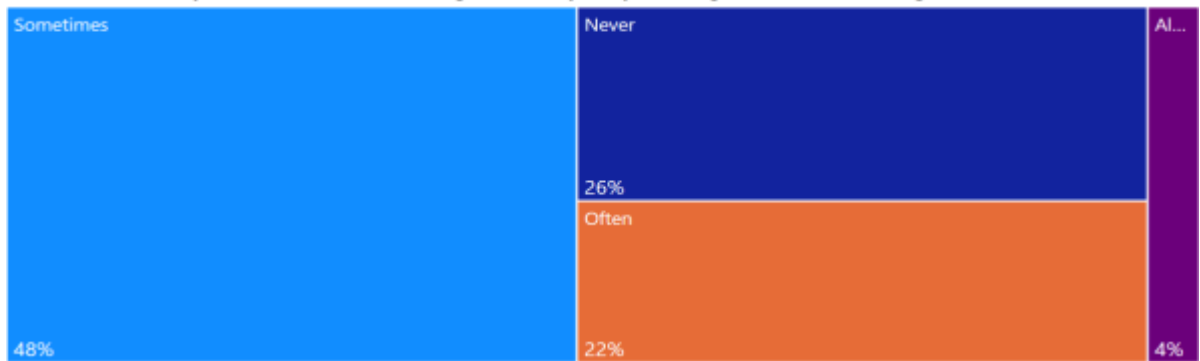
BASED ON STRESS

TABLE-3

SCALE	Count of Do you have to work for long hours?
Often	48%
Sometime	22%
Never	26%
Always	**4%**
Grand total	**100**

CLASSIFICATIONS BASED ON STRESS
CHART-3

INTERPRETATION:

From the above table infers that 48% of the employees say their workload is sometime heavy. 22%of the employees are say their workload is low. 22% of the employees say their workload is often.
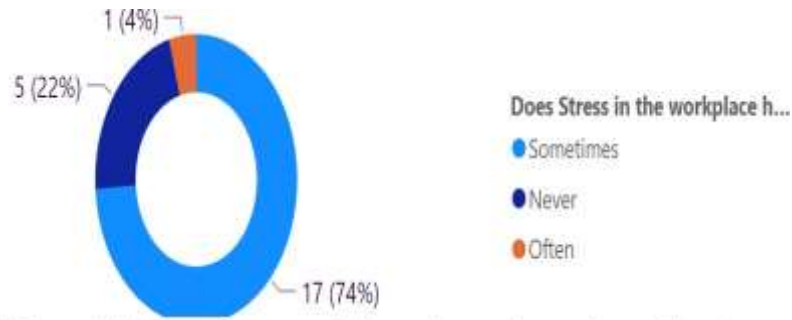
CLASSIFICATIONS BASED ON STRESS AND PERFORMANCE

TABLE-4

participation	Count of Does Stress in the workplace has an impact over your work performance?
Never	5
Often	1
Sometimes	17
Grand Total	**23**

BASED ON STRESS AND PERFORMANCE

CHART-4

INTERPRETATION:

From the above table is infers that 78% of the employees are feel the stress in the workplace have an impact over their work performance .22% of the employees are saying never the stress in the workplace have an impact over their work performance.
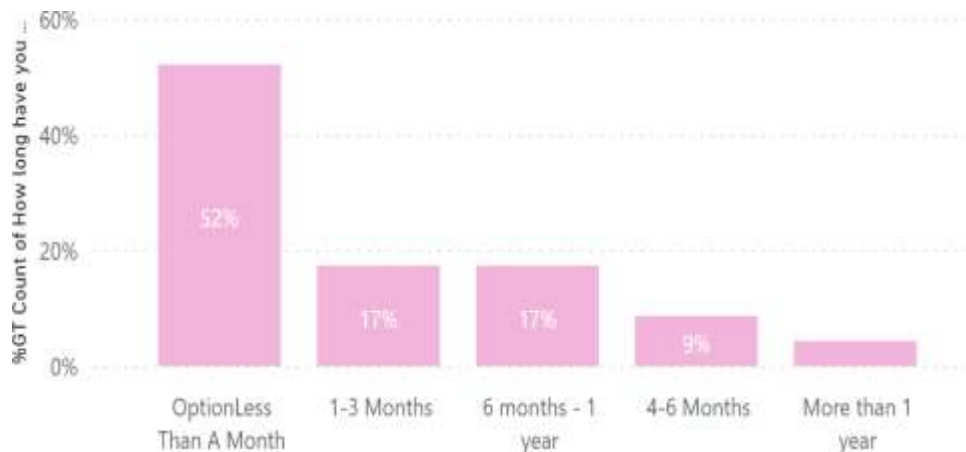
CLASSIFICATIONS BASED ON RATE THE JOB STRESS TIME

TABLE-5

participation	Count of How long have you had the job stress?
1-3 Months	4
4-6 Months	2
6 months - 1 year	4
More than 1 year	2
Option Less Than A Month	18
Grand Total	**30**

BASED ON RATE THE JOB STRESS TIME

CHART-5

INTERPRETATION:

From the above table is infers that 52% of the employees are say they facing stress less than a month. 5% of the employees are facing stress more than a year.
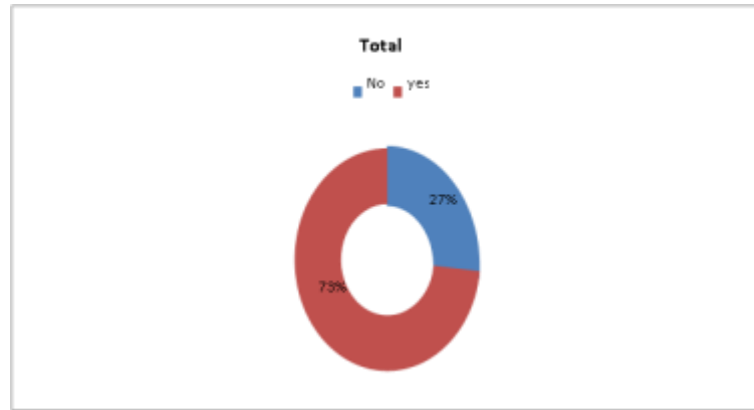
CLASSIFICATIONS BASED JOB SATISFACTION AND JOB STRESS

TABLE-6

Participation	Count of Do you thing job satisfaction and job stress are related to each other
No	73%
Yes	27%
Grand Total	**100**

BASED ON JOB SATISFACTION AND JOB STRESS

CHART-6

INTERPRETATION:

From the above table is infers that 88% of the employee are feel the job satisfaction and job stress have the relationship. Both the topics are internally connected with each other.
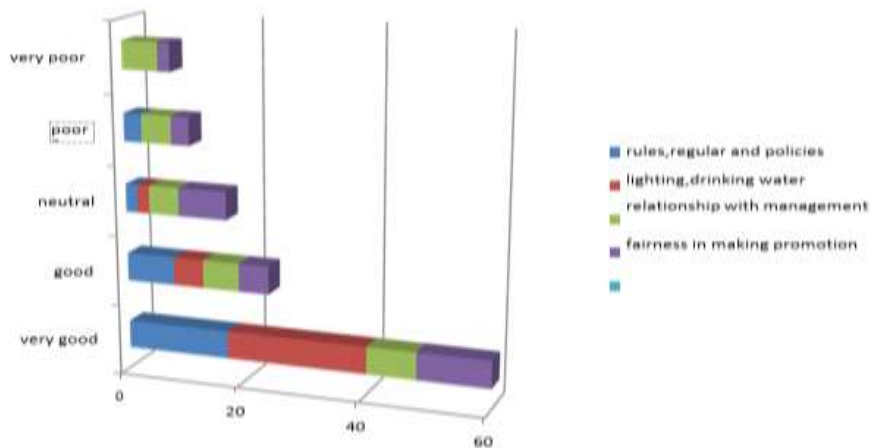
CLASSIFICATIONS BASED JOB SATISFACTION OF EMPLOYEE

TABLE-7

Questions	VERY GOOD	GOOD	NEUTRAL	POOR	VERY POOR	TOTAL
Rules, regular and policies	17	8	2	3	0	30
Lighting,drinking water	23	5	2	0	0	30
Relationship with management	8	6	5	5	6	30
Fairness in making promotion	12	5	8	3	2	30

JOB SATISFACTION OF EMPLOYEE

CHART-7

INTERPRETATION:

From the above table is infers that 80%of the employee are satisfied their organizational rules and policies.5% of the employees are not satisfied their organizational rules and policies.Most of the employees are satisfied the company lighting facilities. 25% of the employees are satisfied the relationship with management. This organization gave the fair promotion to the employee.

ORGANISATIONAL COMMITMENT SCALE

TABLE-8

Question	Strongly Disagree	Disagree	Agree	Strongly agree	Total
I enjoy discussing my organization with people outside it.	2	4	8	16	30
I really feel as if this organisation's problems are my own.	5	6	9	10	30
I would be very happy to spend the rest of my career in this organization.	2	3	5	20	30

ORGANISATIONAL COMMITMENT SCALE

CHART-8
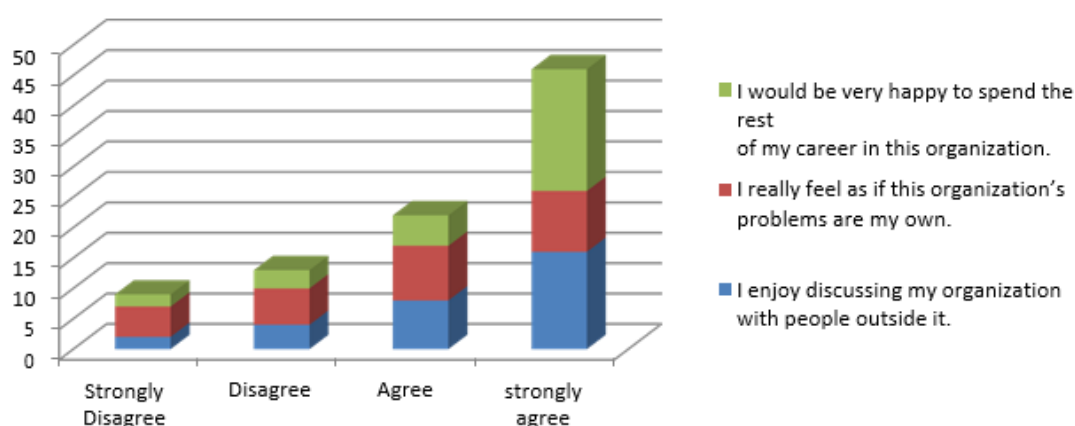
INTERPRETATION:

From the above table is infers that 65% of the employees are strongly agree they enjoy discussing the organization with people outside it. Most of the employees are feel that the organization problem are their own problem.70% of the employees are strongly agree they spend their career in the organization.

CONCLUSION

Some of the employees feel that they are highly stressed because of the heavy workload. Company should organize scheduled work to employee to reduce stress and work load. Conduct monthly once stress related survey. This method the organization easily knows the employees stress level. Organization should conduct the stress management training program to the employees it will help the employees to reduce the stress. In free time company should organize any fun activity for the employees it will reduce the stress.

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