



---

## **A Study on Effects of Individual Stress on Employee Commitment in Organization Post Covid Situation.**

*Krishna Wagh<sup>1</sup>, Asst. Prof. Vimal Makwana<sup>2</sup>*

<sup>1</sup>Researcher, <sup>2</sup>Researcher Guide

<sup>1,2</sup>Parul Institute of Social Work.

---

### **ABSTRACT**

In the modern workplace, employees typically put in longer hours because of the increased responsibility levels that force them to work harder to meet rising standards of work performance. People must deal with stress in almost every aspect of their lives because it is a common component of all types of work. Over the years, stress has been described in a variety of ways. Stress is a growing issue in organisations and frequently has a negative impact on performance, according to Robbins and Sanghi (2006). They define stress as "a dynamic condition in which an individual is confronted with an opportunity, constraints, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important."

---

### **INTRODUCTION**

Stress can subsequently be portrayed as the unfriendly mental and actual responses that happen in a person because of their powerlessness to adapt to the requests being made on that person (Moorhead and Griffen, 1998). That is, pressure from extra-standard requests on a person. It is noticed that, stress isn't downright terrible; it is an open door when it offers likely increase. Yet, anything that its tendency, it typically starts when people are put in a workplace that is contradictory with their work style as well as demeanor. It becomes bothered when people figure out that they have or can practice little command over it. "Manny associations on the planet are seeing a disturbing increment of the adverse consequences of weight on worker's efficiency. Run of the mill models are associations in America, the Unified Realm, the Caribbean, East and Focal Africa, West Africa and in different regions of the planet. The American Institute of family Doctors announced that, around 66% of the visits to family doctors are the aftereffects of stress-related side effects" (Henry and Evans 2008). Michac (1997) indicated reasons for pressure as follows: unfortunate using time effectively, muddled sets of responsibilities, insecurities and instability, failure to finish things, absence of correspondence, terrible individual connections, quality and intricacy of errands. In a similar expansiveness, Dignitary (2002) saw pressure related sicknesses as the main source for low efficiency levels in the work environment. Immense pressure at work has led to stress, which made it the number one factor causing illness. Michac (1997) outlined reasons for low efficiency as follows: unfortunate preparation in the organization, machine break downs, non-laid out execution guidelines, absence of arranging.

worldwide diary business in research The board and bookkeeping and inspiration, change, unfortunate air and climate, lacking correspondence at many levels, non-distinguishing proof with organization objectives. Stress and its connection with the business world is that on the off chance that not took care of well it could prompt disease and furthermore increment the time offs taken by workers. Accordingly, both, the association and representatives will be impacted by it. However, strain in the business world is additionally great somewhat and can lead representatives to be spurred to try sincerely and increment their proficiency. Stress that makes the worker under the gun to the point that the representative will not have the option to manage what is going on influences both the worker and the organization in a negative manner (CIPD, 2008)

---

### **MEANING**

Stress has been a subject that has gotten expanding consideration, in the space of word related wellbeing, throughout recent many years. These creators were of the assessment that the world, particularly the universe of work and business, has become progressively exposed to quick changing powers like expanded rivalry, the tension of value, development and an expansion in the speed of carrying on with work. The requests on workers developed similarly emphatically and this made pressure inside representatives. Aside from stress that emerged from the work circumstance, different wellsprings of stress could connect with individual factors like associations with others and utilization of spare energy.

#### **Main Objective:**

To examine the effect of work stress on employee commitment organization post Covid-19 situation.

#### **Sub Objectives:**

To Study on impact of COVID -19 which is based on work and private life (impact may be positive or negative)

To examine Sociodemographic variables which is associated with perceived positive and negative impact of the COVID-19 crisis on work and private life.

To Investigate the impact of COVID-19 crisis on work and private life are associated with MWB (Mental Well-Being) and SRH (Sexual Reproductive Health) as relevant health outcomes.

#### **Research design:**

An exploration configuration is coherent and deliberate preparation and coordinating a piece of examination. In a straightforward language we might characterize research plan as, the arrangement, construction and system for examination imagined, in order to get reply to explore condition and control. The reason behind this study was to gather genuine data and to investigate something similar. Thus, research configuration is Unmistakable.

#### **Universe:**

Middle levels Employees of the organization.

#### **Sample and sampling procedure:**

Sample is the representative of the whole universe. Here, the researcher has used simple random sampling method, and selected 40 respondents from FAG industry.

#### **Variables:**

They are two sets of variables Independent and Dependent.

#### **Independent variable**

Include personal information like Age, education, caste, religion, occupation etc...

#### **Dependent variable**

Variables include like effect of individual stress on employee commitment in organization post covid 19” Performance.”

#### **Tool of data collection:**

#### **Primary data**

The primary data was collected through survey, by preparing questionnaire, meeting respondent personally and gathering information from them.

#### **Secondary data**

The secondary data was collected from publishing by search engine, newspapers, books, magazines, journals, websites and other relevant.

#### **Limitations of study:**

The study is only limited to the middle employees of METSO OUTOTEC INDIA PVT LTD.

---

## **Findings**

- ❖ Majority of the respondents (97.1%) are male.
- ❖ Majority of the respondents (51.4%) are belonging to the age group of 18 to 30 years.
- ❖ Majority of the respondents (68.6%) are having the education of graduate.
- ❖ Majority of the respondents (68.5%) are strongly agreeing I know what procedures get in my job done.
- ❖ Majority of the respondents (85.7%) are agreeing what is expected me in my job.
- ❖ Majority of the respondents (68.2%) are strongly disagreeing what is responsibility performing my job.
- ❖ Majority of the respondents (97.1%) are agreeing work under vague directive.
- ❖ Majority of the respondents (60%) are strongly disagreeing conflicting job request from different supervisor.
- ❖ Majority of the respondents (65.7%) are disagreeing conflicting job request from different co-worker.
- ❖ Majority of the respondents (80%) are strongly agreeing supervisor and co-worker have the same idea about how my job should be done.
- ❖ Majority of the respondents (68.5%) are strongly disagreeing consistent job requests from my immediate supervisor.

- ❖ Majority of the respondents (74.2%) are agreeing enough time to get everything done in my job.
- ❖ Majority of the respondents (74.2%) are agreeing workload is not heavy in my job.
- ❖ Majority of the respondents (68.5%) are strongly agreeing work to very hard in my job.
- ❖ Majority of the respondents (71.4%) are strongly disagreeing work to very fast in my job.
- ❖ Majority of the respondents (68.2%) are disagreeing work keep me away from my family activities more than I would like.
- ❖ Majority of the respondents (42.8%) are agreeing and disagreeing miss family activities due to amount of time spend on work responsibilities.
- ❖ Majority of the respondents (37.1%) are neutral problem-solving behaviors in my job are not effective resolving problem at home.
- ❖ Majority of the respondents (68.2%) are strongly disagreeing sometime when I come home too stressed to do things I enjoyed.
- ❖ Majority of the respondents (94.2%) are disagreeing responsibilities work getting to work on time accomplishing task and working overtime.
- ❖ Majority of the respondents (48.57%) are disagreeing stress at home, often preoccupied with family matters at work.
- ❖ Majority of the respondents (48.57%) are agreeing tension and anxiety from family life often weakens my abilities do my job.
- ❖ Majority of the respondents (34.28%) are strongly disagreeing hard time concentrating on my job.
- ❖ Majority of the respondents (40%) are disagreeing speak my personal problem to others.
- ❖ Majority of the respondents (54.28%) are strongly agreeing emotions are of the things that make my life worth living.
- ❖ Majority of the respondents (40%) are strongly agreeing share my emotions with others.
- ❖ Majority of the respondents (77.14%) are strongly agreeing control over my emotions.

---

#### References

<https://www.eurofound.europa.eu/publications/report/2020/living-working-and-covid-19-first-findings-April-2020>.

[https://doi.org/10.1016/S0140-6736\(20\)30460-8](https://doi.org/10.1016/S0140-6736(20)30460-8).