



---

## **A Study on Organization Work Stress among the Employees of Vadodara City**

*<sup>1</sup>Miss Kinjal Chauhan, <sup>2</sup>Dr.Christina Parmar*

<sup>1</sup>Student of Human Resource Management, Parul Institute of Social Work, Parul University, Waghodiya Vadodara, Gujarat

<sup>2</sup>Assistant Professor, Parul Institute of Social Work, Parul University, Waghodiya Vadodara, Gujarat

---

### **ABSTRACT**

This study is intended to investigate the major causes of stress and their effects on the health and productivity of the employees in a number of Vadodara based company. This study is intended to investigate the personal factors and organizational factors causing stress among the employees. In the study where 65 employees are taken by using simple random sampling method in Department of SHK Enterprises Pvt.Ltd. Majority of the respondents believed that they can feel Stress because their workload increases and they find it hard to sleep because of workload and stress. From this research, it may be concluded that the most important causes of stress are noise, Excessive heat, inadequate Lighting and inadequate mealtime etc. and ultimately these causes impact on the health of the Employees. Most employees today, under the current economic crisis, must deal with a number of brand-new Professional issues that can quickly become stressful.

**KEYWORDS:** - Organization, Work Stress, Employee

---

### **INTRODUCTION**

The “Age of Enlightenment,” “Age of Reason,” and “Age of Progress” have all been used to describe the 17<sup>th</sup>, 18<sup>th</sup>, and 19<sup>th</sup> centuries, respectively. Even if the modern world is one of accomplishments, it is also one of strain and anxiety. Everyone in our world, whether they work for an organisation or not, want to achieve their goals—both personal and professional—while mentally relaxed and free of stress. However, when circumstances prevent one from paying attention or acting in a planned manner, failures and unmet objectives lead to stress. Therefore, stress can be an abnormal state, one that is not planned, or it can be an unstructured system that makes it difficult to complete tasks, which leads to failures in the attainment of goals.

---

### **STRESS**

Hans Selye introduced the idea of stress to the life sciences for the first time in 1936. The word “stress” has become often used in regard to workplace organisation over the past 20 years. After analyzing the research on stress, Selye came to the conclusion that under stressful circumstances, a succession of four closely connected processes—re-adaptation, reformulation, readjustment, or realignment—occurred. The process is primarily one of change as the person attempts to return to normalcy.

**Farmer, Monannan and Hekuler (1984)** defined stress as “Stress consists of any event in which environmental demands, internal demands or both, exceed the adaptive resources of the individual, social system or tissue system”.

---

### **ORGANIZATION WORK STRESS**

The tension a certain person feels while performing a specific job is known as work stress. Job stress is described by Beehr and Newman as “a condition emerging from individual’s interactions with their employment and characterised by changes in people that require them to deviate from their usual functioning.” “Work stress is a type of stress associated with the workplace that can be occasional or chronic, although most cases fall under the second type”.

Stress at work can be either good or bad. The terms “Eustress” and “Distress” are used to describe positive and negative stress, respectively. Eustress refers to situations that present a chance for personal growth or development. Heart disease, alcoholism, drug addiction, divorce, absenteeism, child abuse, and a number of other social, physical, organisational, and emotional issues are all linked to “distress.”

---

## REVIEW OF LITERATURE

1. **Jasmine (1987)** conducted a study to compare the level of job-related stress among public and private sector blue-collar employees. A job stress scale developed by the author was administered to a sample of 120 blue-collar workers from public and 120 from private sector organizations. The analysis of the data revealed that role incumbents of public sector organizations experienced significantly more stress than those of private sector organizations. Second, job stress was reported to be significantly and negatively associated with income. No significant relationship was found between stress and age. The author speculated about a number of causes for higher role stress scores obtained by public sector professionals as compared to private sector professionals. First, the management in the public sector does not give freedom to optimize its own performance in the pursuit of single objectives whereas in private organizations, the management uses convergent means to achieve a single purpose. Second, the public sector is plagued by frequent changes in policies whereas centralization of control and decision making are characteristics of the private sector. Third, the role incumbents of the public sector organization, included in the study were more highly educated than private sector professionals. Therefore, their expectations from work and the organization may also have been higher and difficult to fulfil.
2. **Debra L. Nelson and James C. Quick (1985)** in their study found that Role, Job and environment, causes organizational stress and marriage & children causes' extra organizational stress. Discrimination, Stereo typing, social isolation is unique stressors found by women. Professional women can utilise personal resources in order to manage stress and ensure that its outcomes are healthy and productive.
3. **Judi Marshall, Cary L. Coper (1981)** in their research note on methods and initial findings tried to find out the various causes of stress. The main aim of the study was to investigate the effect of relocation on their managers and their families and to study generic problem area of managerial work stress. The sample size was 200 senior managers from large companies ranging from 27 to 60 years and the various job functions were Research, Production, Service, Marketing and Engineering. They found out that multiple regressions is a more powerful statistical tool and job as well as personality factors appear to contribute to stress. A wider organizational context must be investigated to identify the main cause of stress. Psychological and physical stress symptoms vary with person environment combination concerned.
4. **Cooper and Marshall (1976)** have reported important sources of stress: poor physical conditions, work overload, physical danger, role conflict, responsibility, under-promotion, over-promotion, lack of security, lack of training, and poor relations with supervisors and subordinates. In spite of the above reported causes there are so many reasons which contribute to the experience of occupational stress.

---

## RESEARCH METHODOLOGY

### Objective of the study

#### Primary Objectives

To know the Work Stress among the Employees in the organization

#### Secondary Objectives

- To measure the level of stress among the employees
- To measure the level of work pressure and their impact on the employees.
- To identify the cause of organizational stress.
- To identify personal factors and organizational factors causing stress among the employees.

### RESEARCH DESIGN

Research design is a link between what has been established and what needs to be done in conducting the study to achieve the goal. Exploratory research design and Descriptive research design was the research design used in this study.

#### Tools of Data Collection

**1. Primary Data:** Primary data is collected through a structured questionnaire having a series of close ended and open-ended questions.

**2. Medium:** Interview schedule (Google forms)

**3. Secondary data:** It has been collected from books, reports, and online resources. The authentication of information has been assured while referring to the official and the reputed websites. Literature review and other information is reviewed from journal papers; newspaper reports; committee reports, annual reports and a collection of journal-based articles on Retention and its strategies used by companies in India.

### SAMPLING METHOD

The Probability sampling method in that Simple random sampling method use in order to collect the data.

### SAMPLE SIZE

The chosen sample size for this research is 65. Sample size is selected using random sampling method.

#### **Universe**

The universe considered for this study is all the employees of the SHK Enterprise.

---

## **FINDING AND CONCLUSION**

### ***FINDINGS***

This study finds that the majority of the respondents are not feel stress when they coming It can be seen that 31(40%) of the respondents feels extreme stress when workload increases.The majority of the respondents feel more stressful when they are involved in the conflict at workplace.It can be revealed that 23(35%) of the respondents are more stressful when they put High Demands on themselves to complete the assigned task.The majority of the respondents feels less stress when they are think about work after working day and very few 5(8%) of the respondents feels high stress. It can be revealed that 20(31%) of the respondents are always find it hard to sleep because their mind is occupied with work. It can be revealed that 23(35%) of the respondents says that they can experience stress from work for less than a month.It can be revealed that major causes of stress are noise, excessive heat, excessive cold ,Heavy workload, Demands, Conflict etc. Because of this majority of the respondents feels Stress. It can be reveled that the majority of the respondents suffer from Headache, Anxiety & Sleeplessness etc.because of this majority respondents feels stress.

### ***CONCLUSION***

The conclusion of the study is that male employees are more than female employees. One of the key issues of social and economic transformation is the issue of employee stress. In a Company based in Vadodara, the issue of organizational job stress for employees has been researched. Although the contemporary era is often referred to be one of successes, it is also one of stress. It is the responsibility of the employer to ensure that employees have a safe workplace. choices, demands, aspirations, and expectations in life often collide. People respond to stress in different ways. The way in which employees respond to stress depends on their capacity to handle it as well as the level of support they receive from various sources. The conclusion of this study is that the most important causes of stress among employees are Workload, Demand, Lack of Knowledge of Job Roles, conflict at workplace , Take more Responsibility and benefits from the organization and many environmental conditions such as Noise, Inadequate lighting, Inadequate Mealtime and Excessive Heat are major contributing Factors of stress. This major causes ultimately effect on the employee performance & Productivity and also impact on their health.

### ***REFERENCE***

1. Cooper C.L. and Marshall J. (1976). "Occupational sources of stress, a reviews of Literature relating to coronary heart disease and mental ill health", Journal of Occupational Psychology, Vol.49, pp.11-28.
2. Debra, L. Nelson and James C. Quick (1985). "Professional Women: Are Distress and Disease Inevitable", Academy of Management Review, vol 10, N02, 206-218
3. Judi Marshall, Cary L. Coper (1981). "The causes of managerial job stress: A research Note on methods and initial findings", [www.ebscohost.com](http://www.ebscohost.com).
4. Jasmine R (1987). A Comparative Study of private and public sector blue- Collar Employees on job related Stress. Unpublished M.phil dissertation, Calicut University, Calicut.