



THE STUDY ON FACTORS LEADING TO JOB STRESS

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ABSTRACT

The purpose of this research is to make a review of the employees leading to job stress. There are so many factors which give a major impact on an employee's everyday life like workload, job security, role conflicts, low salaries, etc. Job stress has become very common in today's life. Employees need motivation and strategies to overcome the stress. The main cause for low productivity in organizations is because of stress in the workplace. To overcome from this stress, management should take the initiative to control the job stress level of employees by increasing job performance.

KEY WORDS

Stress, Job, Employees, Job security, Conflicts.

INTRODUCTION

The intention of selecting the topic “Factors Leading to Job Stress” is to know the stress level of employees. The purpose of the study is to become aware of the stress level of the employees and make them to know the organization.

The productivity of an organization partly depends on the stress level of the employees. If an employee is satisfied with his work, he would render all his effort towards the welfare of the organization.

On the other hand, if the employee is not satisfied with his work, he might affect the progress of the organization. The organization should ensure that, the employee gets frequent leisure.

STATEMENT OF THE PROBLEM

Nowadays, many employees are facing job stress which leads to psychological problems. Stress level of employees leads due to work pressure, job security and low salaries etc.

IMPORTANCE OF THE STUDY

The study analysis on stress level of employees is an attempt has been made by the researchers to know the causes for poor mental health and stress. The findings of the study will ultimately reveal why they were suffering from stress.

OBJECTIVES OF THE STUDY

1. To know the stress level of the employees
2. To know whether the employees are fully satisfied with their work

3. To know whether employees have good relationship between their coworkers and superiors.

RESEARCH METHODOLOGY

The researchers have followed questionnaire method for conducting the topic on “Factors Leading to Job Stress”. These questionnaires were administrated by the researcher to each of the sample employees. The object of the study was to highlight the “Factors Leading to Job Stress” on employees.

SAMPLING DESIGN

To analyze the stress level of the employees, primary data has been collected through Google forms, from various working field. 200 respondents were chosen among the population of employees in Bangalore.

LIMITATIONS OF THE STUDY

- This research has taken place in Bangalore.
- This research contains responses from 200 employees from various fields.
- This study takes place from November 2023 to December 2023.

FINDINGS AND RESULTS

The study was to examine the factors leading to the job stress of employees from different sectors all around the Bangalore. Does this mainly lead due to the job insecurity, work pressure and low salaries?

The analysis is represented on the basis of percentage.

1. The first objective states the below followings (To know the stress level of the employees)

Table 1.1

Questionnaires	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Conscious about making repeated mistakes	20%	60%	20%		
Usually on time for work	50%	30%	20%		
Remain cool on days when things go wrong	10%	10%		40%	40%
Patient with the people who are slow to understand	20%	30%	50%		
Feel stressed by balancing personal and professional life	20%	70%	10%		
Feel stressed by your health conditions	10%	50%	30%	10%	
Feel comfortable about explaining to a new employee	10%	60%	30%		

The above table 1.1 shows, 50% off the employees are strongly agreeing that they are on time for the work but still they are feeling stressed out because of the workload, they are not able to complete their work within a deadline and 70% of the employees are feeling more stressed because they are not able to balance their personal life and professional life separately, the reason is the that most of the employees are bringing their professional workload to their home I'm not able to give the quality time to their family. It is creating some kind of issues within the family most of the employees are not having the patient, when the opposite person is not able to understand the content what they are trying to tell? This makes 50% of employees to feel stressed. Due to their work pressure, they are unable to concentrate on their health. Later on, due to the negligence like you can see 90 % of the

employees are facing the issues. What does make them to get more stressed and some of them are in distress, remaining employees are in the level of acute stress.

2. To know whether that employees are fully satisfied with their work.

Table 2.1

Questionnaires	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Whether you've cut lunch time to get work done?	50%	50%			
Whether you got an extra responsibility as a regular part of your job?		90%	10%		
Do you think I your way during unusual occurs on the job?	50%	40%	10%		
Do you feel work quality should be kept at high standard?	60%	30%	10%		
When there is a potential problem, do you bring it to your superior's attention?		50%	20%	30%	
Do you feel stressed by getting low salary?	40%	30%	10%	20%	
Lack of recognition and appreciation from your superiors		20%	60%	20%	

An interpretation represents that, 50% of employees strongly agree and agree this fictively that they will cut the lunch time to get work done. Work is worshipping few employees are so punctual and take their responsibilities seriously at workplace.

90% of employees agree and 10% of employees are neutral respectively that they have got an extra responsibility as a regular part of their job. Taking extra responsibility will enhance employee

skills and ability, 50% of employees strongly agree, 40% of employees agree and 10% of employees are neutral respectively that they think in their way during unusual occurs on the job.

60% of employees are strongly agree and 30% of employees agree and 10% of employees are neutral respectively that they feel work quality should be kept at high standards. Qualitative work leads to high standard of an employee.

50% of employees agree, 30% of employees are disagreeing and 20% of employees are neutral respectively that when there is a potential problem, the employee will bring it to your superior's attention.

When a new system is planned at work and if there is any potential problem, it is important to bring it to the attention of your superior. 40% of employees strongly, 30% of employees agree, 20% of employees disagree and 10% of employees are neutral respectively that they feel stressed by getting low salary. When everything has become and if an employee is getting low salary for their best performance, obviously feels stress.

60% of employees are neutral and 20% of employees are agreed and disagree respectively that they feel stressed by lack of recognition and appreciation from their superiors. Every employee at his workplace has to be recognized and appreciated the work done from the superior. If it is not done, he or she feels low.

3. To know whether they have good relationship between their coworkers and superiors.

Table 3.1

Questionnaires	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Well liked and respected by colleagues		70%	20%	10%	
Maintain a social relationship with any of your colleagues beyond working hours		10%	40%	40%	10%
When colleagues are confused with their work do they often ask your advice			60%	40%	
Offer to help the colleague who is busy	10%	20%	70%		
Are you familiar with your colleague job so that you can help them?		10%	40%	50%	
Do you speak with your colleagues if he/she is striking your responsibility?				30%	70%
Frequently go out for lunch with your colleagues			60%		40%
Does your superior ask your opinion concerning about colleagues problem?		20%	20%	30%	30%

An interpretation represents that, 70% of employees agree that they are generally well – liked & respected by their colleagues & superiors of an employee is respected at work place, he always feel that

commitment towards his work & there will be a smooth functioning in an organization. 20% of employees that they are well – liked and respected by their co-workers & superiors.

40% of employees are neutral & disagree respectively that they maintain a social relationship with any of their colleagues beyond working hours and 10% of employees agree and strongly disagree respectively that they maintain a social relationship with any of their colleagues beyond working hours. There is a corporate saying that, ‘at workplace, you need to be a friend but never make a friend’, few employees maintain a social relationship at workplace beyond working hours and few employees never maintain a social relationship with their colleagues beyond working hours.

60% of employees are neutral that if their colleagues are confused about how to handle an out of the ordinary situations on the job, they often ask advice and 40% of employees disagree that if their colleagues are confused about how to handle an out of the ordinary situations on the job, and often ask advice. It is an individual’s perception to ask advice or not.

70% of employees are neutral offering a help to colleagues who is busy. 20% of employees agree that they offer a help of their busy colleagues and 10% of employees strongly agree that they offer a help for their colleagues who is busy, offering help for their colleagues depends upon an individual’s schedules.

50% of employees disagree that, they are familiar with their colleague’s job, so that they can help them when there is necessary, 40% of employees are neutral about their colleagues work and 10% of employees agree that they are familiar with their colleague’s job, so they can help each other and it enables them to focus on the company’s objectives.

70% of employees strongly disagree that if their colleagues are striking responsibility, they will speak with them and 30% of employees disagree that if their colleagues are striking responsibility, they will speak with them. 60% of employees are neutral about going out to lunch with their colleagues 40%

of employees strongly disagree that going out to lunch with their colleagues 30% of employees disagree and strongly disagree that their superior ever asked your opinion about a problem concerning their colleagues and 20% of employees are neutral and agree respectively that their superior ever asked your opinion about a problem concerning of your colleagues.

CONCLUSION

To start any business everyone needs four M's Men, Material, Money, and Methods. Many organizations survive only when they manage to the maximum extent of these resources.

Among these four M's, Men are considered the biggest assets for any organization, without which the rest of the four M's cannot be managed and maintained properly. Thus, in the present business environment, Men are considered very significant in all organizations, and we could know the evaluation of managing men as human resource management. Factors leading to job stress are one of the important aspects of HRM. It helps to evaluate the stress level of all the employees in an organization. Thus, conducting the stress management training program helps to know the stress level of employees in an organization.

To conclude the overall research of "Factors Leading to Job Stress", most of the employees' stress levels are a bit more. The majority of the employees feel that there is stress level to some extent. In an organization, there should be a good relationship between co-workers and superiors, which has to be maintained for a better future.

The organization should conduct stress management training after enhancing the knowledge in productivity of the employees.

During the training program, the concerned authority has to take review of the employees for better working conditions. Employees are the biggest asset of an organization. So, an asset has to be taken and it should create a channel through which the organization's goods have to be met.

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