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Social Responsibility and Ethics in Human Resource Management

*Proceeding of International Research Summit on
Redefining Social Responsibility with Ethical Leadership*



AVLOKAN – 2021



Editors

Dr. Dinesh Nilkant

Dr. Varsha Agarwal

Prof. Baisakhi Debnath

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Dr. Varsha Agarwal

Prof. Baisakhi Debnath

Jain (Deemed to be University)

Ranked among the top universities in India and considered a cerebral destination for students across the world and Bangalore in particular, for its illustrious history of developing talent, JAIN (Deemed-to-be University) is a hub for learning in every sense of the world. The University offers a conducive environment for learning, be it academics or extracurricular activities. Known for its emphasis on Education, Entrepreneurship, Research and Sports, it has some of the best minds in the educational and research fields, and centers that inspire entrepreneurship. JAIN (Deemed-to-be University) has been conferred 2nd rank under the 'Young Universities Category' by (KSURF) iCARE, ranked 91 to 95 among the top Indian Universities in 'World University Rankings', 99th by NIRF in the year 2021 and it has **achieved the Grade A++** by the National Assessment and Accreditation Council (NAAC) with a CGPA of 3.71 in the year 2021. What makes JAIN (Deemed-to-be University) different is its outlook towards life, its values and beliefs. Hence, these attributes have made it one of the top universities in India.

Center for Management Studies

Center for Management Studies, an integral part of JAIN (Deemed-to-be University), is an institute that harnesses an international outlook with the commitment to create top business leaders and aspiring media professionals. Our academic practices empower our students to redefine conventional wisdom and business perspectives where students are prepared for successful careers. In CMS, we provide all essential facilities to the students that will fulfill their academic goals and transform them into extraordinary personalities. CMS, has been ranked 11th among the top BBA Institutions in India in the survey conducted by 'Times of India', awarded with Grade A+ from CRISIL, ranked 14th as Best College and placed in top 5 for Academic Excellence in 'India Today Ranking-2021'. Therefore, CMS is an ultimate destination for students where they can find new avenues to fulfill their dreams.

Student Research & Development Cell (SRDC)-Vidhyanidhi

Student Research and Development Cell-Vidhyanidhi of Center for Management Studies, Jain (Deemed-to-be University) promotes and encourages research culture among students. Its main motto is to inculcate research and innovative skills among students and professionals across the globe. 'Vidhyanidhi' is a platform to apprise students with the basics of research at the undergraduate level and to strengthen their research skills. The research cell is responsible for informing students about research opportunities and encouraging them to publish their original research papers in leading journals and presenting at conferences. The cell is working towards achieving its mission by conducting seminars, conferences, and academic writing workshops to inform about the emerging trends and to develop analytical research skills of students.

About the Summit

Avlokan was the first International Level Research Summit of its kind, organized by Student Research Development Cell-Vidhyanidhi & Faculty Research Cell-Gyanidhi, Center for Management Studies, Jain Deemed to-be-University. The theme of the Avlokan-2021 was **“Redefining Social Responsibility with Ethical Leadership.”** The global pandemic has revealed weaknesses and strengths in our socio-economic systems. Its impact has created a global recession with innumerable people losing their jobs or sources of revenue. As we rebuild our economy, it is crucial to make it as sustainable, inclusive, and resilient as possible. At the time of this unprecedented crisis and uncertainty, business leaders are exposed to conflicting challenges. Prompt decision making based on limited information, while anticipating future opportunities to increase business sustainability is critical in this scenario. Leaders need to maintain a crucial balance to protect business performance on one hand and to reassure employees and customers on the other. This demands empathy, compassion and mutual trust building among the leaders and their team members. The International Research Summit aimed to enable the researchers, academicians, and students to explore their leadership potential, interact with delegates, peers, presenters and develop a greater understanding of how they can make positive contribution in the world. The Summit strived to integrate and link the society, economy, education, and the environment and emphasized to create a forum for aspiring the profusion of sustainable and ethical perspectives, practices and theories that are crucial for the management, business, and research endeavors.

The Summit offered a multifaceted exposure to research events, in form of Research Paper Presentation, Case Study Presentation, Research Quiz, Workshops, Key-note Sessions & Panel Discussion by eminent speakers of global repute. This exposure metamorphosed the budding researchers by enabling them to experience a phenomenal journey of 9 days in diversified research domains.

The Summit thus aimed at

- a. Providing its stakeholders with an exuberant experience of evaluating their research expertise and exalting their potential on this extraordinary platform; to empower them as citizens and to nurture the next generation of researcher, academic and industry experts.
- b. Discussing, debating and exchanging ideas and enriching research experiences.
- c. Benefitting the students, researchers, academicians, and the society at large.

Table of Contents

S. N.	Chapters	Page No.
1.	A Study about the Impact of Emotional Reactions on New IT usage among Bank Officials <i>Blessy Doe M, Dr. S. Dhanabagiyam</i>	1-14
2.	An Analytical Study on Work Stress and its Impact on Job Satisfaction among the Employees <i>Hardita P. Dhamelia, Vivek B. Patadiya</i>	15-27
3.	Do specific leadership styles influence Diversity Climate and Diversity Management? Exploring the role of Ethical and Diversity Leadership <i>Prof. Stephen Deepak, Dr. Syed Khalid Perwez</i>	28-47
4.	Ethical Leadership through the eyes of Human Resource <i>Dr. A. Sharmila, Arpana Melanie, Abhilash Varghese</i>	48-59
5.	Leadership in Turbulent Times <i>Dr. Arshi Gouhar</i>	60-66
6.	“To Know the Score”-A Quantitative Analysis on the Shift of Workplace Culture and its Role in Conflict Management and Employee Morale <i>Merlin Varsha A.C., Ramya S.</i>	67-85

7. Transformational Role of Organizational Leaders: Changing the Business Models of Work
Dr. Avnish Sharma, Dr. Aneesya Panicker 86-99
8. Work Life Balance of Legal Practitioners: A Study of Rayalaseema Region in Andhra Pradesh
Dr. B. Shailaja, Dr. G. Rama Krishna, Mr. S. Manohar 100-117
9. Work life Balance and Stress Management in Accordance with Personality type among Working Parents in this COVID Pandemic
Jeyshree S. 118-132
10. Work Life Balance and Stress Management
B. Shivalakshmi 133-141



An Analytical Study on Work Stress and its Impact on Job Satisfaction among the Employees

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Abstract

Stress is more frequently accepted as relation in nature require some sort of transaction between the one person and environment. Accordingly, stress happens when a person evaluate a given transaction with the environment as about to tax or to expand that person's resources, therefore risk is there. In present research paper the researchers have collected the primary data to find out the stress among employees who are associated in different sectors. The researchers had framed structured questionnaire to reach to conclusions. The researchers have collected the data of people and had applied various test to come to conclusions. The researchers found that there is no significant difference between Job satisfaction and stress of employees.

Keywords: Stress, Job Satisfaction, Sentiments.

Introduction

Stress

Stress becomes a big problem in our Society. Stress is a system produced by emotional and social relations that are going within an organization-economic, political, social, and cultural or educational. Whenever equally strong power units are functioning within an organization, stress is created. Going to school or into a new job for the first time, or being separated from loved ones, are some of the stressful situations. It varies in degrees or in intensity from person to person. Stress is a complex process born out of internal view-points and external experiences. This internal and external process creates sources of stress.

Job Satisfaction

Job satisfaction or employee satisfaction is a measure of worker's contentedness with their job, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive, affective, and behavioral components. Job satisfaction is most important part for an organization. Many people are working for the needed of money and profit in the organization. If workers are not satisfying with their work and feel pressure on their jobs than the workers of organization will not complete their work in a perfect way than this harmful impact on the kindness and goodwill of the organization.

Work Values

- Work is an important theme in the lives of individuals. It gives them a sense of competence and independence as well as a more secure economic base.

- Example: Women with extensive work histories had lower depression than those who had worked less and the frustrated desire to work was associated with high depression.

Sentiment Analysis

- Sentiment Analysis is defined the objects of the study-opinions and subjectivity.
- This SA is process of computationally identifying and categorizing opinions expressed in a piece of text, especially in order to determine whether the writer's attitude towards a particular topic, product, etc. is positive, negative or neutral.

Review of Literature

Kumar, Anand and Furukawa (1989) tested the hypothesis that supportive supervision and co-workers social support positively affect the employee satisfaction with the work climate and that affected the employee satisfaction with the job climate was highly valuable in the case of low job awareness.

Boorke, ranald and tamara (1980) studied the relation between the type of behavior to occupational and demands of life and further life satisfaction and physical health. Type A's describes extra occupational demands more physical stress in life as work, more involvement of work with home and family life and not so much married life satisfaction. But they also outline much self-esteem at work, greater job involvement and organization placing and greater life satisfaction.

Coverman research the concept of role overload and role conflict and survey their effect on stress. They examined by taking same live, data examples. 249 females and 687 males are there for this experiment,

All are married and employers who are respondents 1977 quality of employment survey. It checks that specified RO and RC effect satisfaction with various roles.

Objectives of Present Research Paper

1. To obtain stress and job satisfaction of rural and urban population.
2. To compare job satisfaction of rural and urban population experiencing high moderate and low stress.

Hypothesis of the study

1. There is no significant difference between stress and job satisfaction among rural and urban population.
2. There is no significant difference between stress and job satisfaction among rural and urban population as per Job-sector.

Research Methodology

To carry out the research work properly and systematically, it is necessary to prepare a research methodology first. In present research paper, following research methodology is used.

Title of the Study

The title of the study is as under

“An Analytical Study on Work Stress and its Impact on Job Satisfaction among the Employees”

Sample Size

The field research will be conducted in rural and urban population. From this population a sample was drawn. Cluster sampling was

adopted for selecting the sample. Cluster sampling involves division units under consideration into groups, as cluster that serve as primary sampling units. A structure Questionnaire was used to carry out the survey.

Method of Data Collection

We are collecting primary data from rural and urban population.

The researcher had to make sure whether the following person is mentally and physically prepared and alternative to take the test before assign the tools. The objectives were explained to responder according to go for here his full support concerned and cooperation. Direction and requirement for return to various tools were explained. They were guaranteed that there return responses will be kept private or personal.

Tools and Techniques

Tool: SPSS

Sampling Technique: Independent Random Sampling

Analytical Technique: Independent Sample T – Test

Limitations of Present Research Paper

The limitations of present research paper are

- The study is based on primary data collected through responses of different class of employees of different sectors through questionnaire, so there are chances of human bias, prejudices and human error.
- The study is based on situation of India and not whole world so outcomes are not applicable to the mass of whole world.

- The outcome of employees of one sector is not applicable to employees of other sector.
- The research only includes the employees and not the businessman as the views of businessman is different from employees.

Analysis and Interpretation

Hypothesis

H₀: There is no significant difference between stressors and job satisfaction among rural and urban population.

H₁: There is significant difference between stressors and job satisfaction among rural and urban population.

Result

Two tables shown in output

1. Group statistics

The Table 1 group statistic produce basic data about the group comparisons, including the sample size (n), mean, standard deviation, and standard error mean. In this test, there are 100 rural and 100 urban. The mean for rural is 76.2200 and the mean for urban is 75.3400.

Table 1

Group Statistics					
	organization place	N	Mean	Std. Deviation	Std. Error Mean
stressors	RURAL	100	76.22	12.94478	1.29448
	URBAN	100	75.34	13.28569	1.32857

The Table 2, Independent sample test, shows the results most suitable to the independent sample T-Test.

Table 2

Independent Samples Test					
		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	Df
Stressors	Equal variances assumed	0.2	0.655	0.474	198
	Equal variances not assumed			0.474	197.866

Table 2.1

Independent Samples Test					
		t-test for Equality of Means			
		Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference Lower
Stressors	Equal variances assumed	0.636	0.88	1.85493	-2.77796
	Equal variances not assumed	0.636	0.88	1.85493	-2.77797

Table 2.2

Independent Samples Test		
		t-test for Equality of Means
		95% Confidence Interval of the Difference
		Upper
Stressors	Equal variances assumed	4.53796
	Equal variances not assumed	4.53797

Discussion

Here, shown two parts in this table.

Leven's Test for Equality of variables:

This part has the test results for Leven's test.

- F is the statistic of Levene's test.
- Sig. is the p-value corresponding to this statistic.
- The p-value of Levene's test is showed as ".655".So, equal variance assumed.

T-Test for equality of means

Shows the result for the actual independent t test.

- T is the computed test statistic.
- df is the degree of freedom.
- Sig (2-tailed) is the p-value corresponding to the given test statistic and degrees of freedom.
- Mean Differences is the difference between the sample means: it also corresponds to the numerator of the test statistic.

- Std. Error Difference is the standard denominator of the test statistic.

Conclusion

The p-value of t-test for equality of means is showed as '.636', So, we accept the Null Hypothesis and reject the alternative hypothesis.

H₀: There is no significant difference between stress and job satisfaction among rural and urban population.

Hypothesis

H₀: There is no significant difference between stressors and job satisfaction among rural and urban population as per job sector.

H₁: There is significant difference between stressors and job satisfaction among rural and urban population as per job sector.

Result

Two tables shown in output.

1. Group statistic

In this test, there is 62 government and 138 private which shown in Table 3. The mean for government is 77.3065 and the mean for private is 75.0942

Table 3

Group Statistics					
	job sector	N	Mean	Std. Deviation	Std. Error Mean
stressors	government	62	77.3065	11.47283	1.45705
	private	138	75.0942	13.73997	1.16962

The Table 4, Independent sample Test, shows the results most suitable to the Independent samples t test.

Table 4

Independent Samples Test					
		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	df
stressors	Equal variances assumed	6.369	.012	1.106	198
	Equal variances not assumed			1.184	139.207

Table 4.1

Independent Samples Test					
		t-test for Equality of Means			
		Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference Lower
stressors	Equal variances assumed	.270	2.21225	2.00033	-1.73244
	Equal variances not assumed	.238	2.21225	1.86843	-1.48191

Table 4.2

Independent Samples Test		
		t-test for Equality of Means
		95% Confidence Interval of the Difference
		Upper
stressors	Equal variances assumed	6.15694
	Equal variances not assumed	5.90641

Discussion

Here, shown two parts in this table.

Leven's Test for Equality of variables

This part has the test results for Leven's test.

- F is the statistic of Levene's test.
- Sig. is the p-value corresponding to this statistic.
- The p-value of Levene's test is showed as ".012". So, equal variance assumed.

T-test for equality of means

Shows the result for the actual independent t test.

1. T is the computed test statistic.
2. df is the degree of freedom.
3. Sig (2-tailed) is the p-value corresponding to the given test statistic and degrees of freedom.
4. Mean Differences is the difference between the sample means: it also corresponds to the numerator of the test statistic.

5. Std. Error Difference is the standard denominator of the test statistic.

Conclusion

The p-value of t-test for equality of means is showed as ".270". So, we accept the null hypothesis and reject the alternative hypothesis.

H₀: There is no significant difference between stress and job satisfaction among rural and urban population as per job sector.

Conclusions of the study

Having tested 200 samples 50 each in male and female for Rural and Urban area respectively, following conclusions can be drawn.

By researching about job stress on employees doing job in our society; we reached at following conclusion by collecting 200 employees as examples. In which 100 were urban employees and 100 were rural employees and in both 50 were males and 50 were females. By analyzing and surveying all this data we conclude that. Both rural and urban area stress level is same for stressors.

No significant difference is seen as per Job sector in job stress or job satisfaction (Government Job or Private Job stress level is same).

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