

An analytical study of Work Place Stress and Job Satisfaction among the Youth

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Abstract

Stress is more frequently accepted as relation in nature requires some sort of transaction between the one person and environment. Accordingly, stress happens when a person evaluates 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 some association between age and reason of stress among the youths but due to gender there is no association between reasons of stress among the youth. The researcher also found that there is no association between sharing of stress problem at workplace and of belief that stress comes with high salary due to Gender.

Keywords : Stress, Job Satisfaction, Salary, Recreational Activity

1.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 and stress are inter-related things. If a person is stressed on his job and is not satisfied, he will not be able to deliver 100% so efficiency will be affected. Good organizations try that such an environment should be provided to their employees that they remain satisfied and unstressed with aim that their organizations excel to the maximum. Those organizations that do not care their employees get ultimately vanished from this global market of competition. There are various parameters which effect the employee – organization / employer relationship. Job timings, work load, number of employees verses load, less armamentarium, employer attitude, peers' attitude, pay, bonus, shares and holidays are the few of the important factors which can lead to stressed job environment and less than 100% efficiency.

2.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.

Chan et.al. (2000) examined work stress among professionals and para-professions (namely general practitioners, lawyers, engineers, teachers, nurses and life insurance personnel) in Singapore.

Results showed that performance pressure and work family conflict were perceived to be the most stressful aspects of work. These two stressors also significantly contributed to the experience of overall work stress. Shah (2003) examined role stress among employees in banking industry. The results indicated that most of the employees were experiencing moderate level of stress at work. It revealed that role stagnation, inadequacy of role authority, role erosion and role overload were the main stressors being encountered by employees.

Objectives of Present Research Paper

- 1.To understand the association between gender and reason for stress
- 2.To understand the association between age and reason for stress
- 3.To understand the association between gender and belief for stress and high salary

Hypothesis of the study

- 1.There is no significant association between age and reason for stress
- 2.There is no significant association between gender and reason for stress
- 3.There is no significant association between gender for sharing the stress problem at work place
- 4.There is no significant association between gender and belief for stress and high salary.

3.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 of Work Place Stress and Job Satisfaction Among the Youth”

Sample size

The study is undertaken on the youth. The researcher has taken view of 271 youths working in different sectors. The structured questionnaire was framed, and the responses were received from the youths.

Method of Data Collection

The present study is based on primary data. The data have been collected through structured questionnaire prepared by the researcher, as per Likert scale and the google form was formed to easily receive the responses from the respondents

Tools and Techniques

The researcher has used descriptive Statistics, Pearson Chi-Square and cross tabulation method to analyze the data. As the limitation of the length of the paper was to be taken care, the researcher has directly summarized the result in the table.

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.

4.Analysis and Interpretation

Table – 1 A Table showing summary of the responses received based on Demographic Variables

	DEMOGRAHPIC VARIABLES		
Gender	AGE	Monthly Income	Marital Status
Female = 168	21 -25 = 129	Less than 5000 = 26	Married = 100
Male = 103	26-30 = 87	5000-15000 = 72	Unmarried =171
	31-35 = 55	15000-25000 = 61	
		25000-35000 = 39	
		35000 & more = 73	

Table – 2 A Table showing the results of Tests Performed by the researcher

Demographic Variable	Factor	Null Hypothesis	Significant value of Chi-Square	Status of Null Hypothesis at 5% level of significance
AGE	Reason for Stress	Rejected	0.002	Null Hypothesis is Rejected
Gender		Accepted	0.189	Null Hypothesis is Accepted
Gender	Sharing of Work Stress Problem	Accepted	0.730	Null Hypothesis is Accepted
Gender	Stress and High Salary	Accepted	0.382	Null Hypothesis is Accepted

Major Finding

The major findings of our research paper are as follows:

- The researchers found that 25.4% respondents sometimes face stress while 74.6% of the respondents mostly face the stress.
- The researchers found that 56.6% of the respondents face negative stress while 43.4% of the respondents face positive stress.
- The researcher found that there is some significant association with Age and the reason why the respondent is facing stress. The reason could be excessive workload, competition in workplace, achieving targets, awkward work Schedule and Organizational Conflict.
- Around 35.3% of the respondents feel frustrated when they are in stress.
- 47.4% of the respondents share their stress problems or issues with friends and Family.
- The researchers also found that there is no association between stress and high salary among the youths.
- The researchers also concluded that Salary plays an important role in Gaining Job Satisfaction among the Youths.

5.Conclusion

From the present research paper, we found that majority of youth are facing stress and Job Satisfaction Issues but various reasons play a vital role its not about only Job or Salary for stress or Job Satisfaction. The researcher found that no recreation activity is carried out in the organization to handle stress but eventually organization should work on it and try to focus on an activity which would help the employees and youth to overcome stress.

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