

The Impact of Various Aspects of Stress Influencing Factors of Private Sector Employees

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Abstract

The study finds out that everybody in the universe has stress but the level may vary among individual to individual. As far as the present study is concerned, though different issues faced by employees of private companies, personal problems are the most significant one, which lead to have more stress not only at their work place but also in their family. Among the different coping strategies, most of the private employees adopt constructive coping strategies like taking coffee or tea, watching television and listening to music, doing physical exercise and writing stress diary, etc. At the same time, the companies not forget to take care of employees who opt for destructive coping strategies like drinking alcohol and smoking cigarettes. It is worth mentioning that experience, education and numbers of dependents are the major factors that determine stress among the employees. Work family conflict and family work conflict are the two major outcome of stress. Employees who have work family conflict can be managed well, but those who have family work conflict must be treated with care as they adopt destructive coping strategies. When companies implement the suggestions mentioned in this article, and thereby satisfy their employees, then the forthcoming years will be a golden period not only for the employees of private companies, but also for the employees of Public sector.

Keywords : Stress-influencing factors, private sector employees.

1. Introduction

Every human being is stressed at one time or other. Occupation could be a major area of stress creating circumstances. People are constantly pressurized to accomplish more and more works within less facility and less time. Stress occurs when people are faced with events, which they perceive as endangering their physical and psychological well-being. These events are usually referred to as stressors and people reaction to them as stress responses (Mathews, 2005). The way, one reacts will depend upon his/her vulnerability. Employees develop various symptoms of stress that can harm their job performance, as a result of external or internal pressures. External pressures result from deadlines, staffing issues and heavy workloads. Internal pressures may result from unconstructive thinking, unrealistic expectations, inability to delegate and so on (Manimaran and Harisundar, 2006). In the organisations, employee stress is an increasing problem. Work related stress has gained importance because of its implications on employee dissatisfaction, lowered productivity, lowered physical and mental health of employees.

2. Scope of The Study

The scope of this article would be to identify the stress of the private sector employees at different levels, who face in the organisation and to focus how much mentally they are fit to face this kind of stress. To learn the ways the organisation deals to handle the kind of stress the employees face. To know how the organisation gets affected due to the stress faced by the employees.

3. Importance of The Study

This study is significant for the employees of private sector to locating the factors influencing stress among them and after locating the root cause, according to the method of stress they will be guided to identify the suitable stress coping mechanism. If they are deployed suitable stress coping mechanism, then the interrelationships or mutual understanding between them will be improved and they will be working together and the team spirit will be geared-up.

4. Statement of The Problem

The employees of private sector are providing decent employment opportunity to the general public at the same time, the employees those who are employed and engaged in the private companies, they are put under tremendous stress due to various reasons. That is, the employees influenced by various influencers of stress like company issues, occupational issue, work pressure, personal issue and co-workers issue. So it is clearly understood that, the employees of private sectors are having more avenues for loading stress. In fact, they are rendering very important service to the society and that is why they must be treated as an important human asset of the society and they must be safeguarded from all possible threats (stress) to ensure their health, wealth and survival. So, how the employees of private companies are put under stress, the various influencers of stress and stress coping mechanisms are needed to address properly.

5. Objectives of The Study

To identify the impact of various aspects of driving on stress influencing factors.

6. Research Methodology

6.1. Research Design

The study is descriptive nature because certain available secondary data is to be collected and its characteristics are to be described without diluting its originality.

6.2. Analytical Tool

This article is analytical in nature because application of tool becomes necessary. The following tools have been used in this article.

1. t-test
2. Freidman Test
3. Analysis of Variance (ANOVA)
4. Regression Analysis

6.3. Variables Used In This Study

A brief description about the variables used in this research is given in the following paragraphs.

- i. Company issues
- ii. Occupational related issues
- iii. Work pressure
- iv. Personal issues

7. Review of Literature

Srivastava and Singh (1981) Occupational stress arising from various job dimensions impairs employees' favourable attitude towards job and management and makes the employees to violate the

formal procedures and policies and result in negative job and management attitude. Under participation also results in dissatisfaction with job and management. These results are similar to the findings of a study among blue-collar workers. Excessive and consistent job stress results in job dissatisfaction, anxiety and depression and in some cases, even serious physical and mental disabilities ranging all the way to coronary heart diseases.

Kathryn Tyler (2006), Stress is a subject of interest to researchers across fields because occupational stress is a major problem for both individuals and organisations. Stress has both positive and negative effects. On the positive side, stress motivates individuals to get more work done as in working toward a deadline. On the negative side, Stress causes the feeling of overwhelming and procrastination. Too much stress depresses the immune system and makes the individual sick.

Asim Masood (2013), examined that, the relationship between Job Stress and Employee Retention and consequences of high stress on bank employees of banking sector of Pakistan. The author identified problematic customer relation is caused by creating major stress on employees. They are more focused to avoid stress at their work place, which is directly affects, their performance. If avoided, then turn-over is unusually high in this viable business world of today. Moreover, the ratio of employee and turnover of the organisation must be minimum. The study has suggested finally maintaining an amicable customer relationship to off-load the stress of employees as well as to increase the overall performance of an organisation.

8. Analysis And Interpretation

Anova - Impact Of Hours Of Work In A Day On Company Related Issues, Occupational Related Issues, Work Pressure, And Personal Issues.

TABLE 1

Hours of work in a day		Company related Issues	Occupational related issues	Work Pressure	Personal Issues
Less than 10 hours	Mean	2.258	2.661	3.076	3.061
	SD	0.370	0.488	0.634	0.511
10 to 12 hours	Mean	2.494	2.542	2.644	3.368
	SD	0.539	0.330	0.821	0.537
12 to 14 hours	Mean	2.819	2.832	2.948	3.333
	SD	0.435	0.387	0.782	0.389
More than 14 hours	Mean	3.173	3.271	3.750	3.022
	SD	0.377	0.356	0.710	0.395
	F	42.157	41.312	24.615	8.562
	Sig.	<0.001	<0.001	<0.001	<0.001

The result shows that the hours of work in a day influences all the stress influencing factors namely company related issues ($F = 42.157$; $p < 0.001$), occupational related issues ($F = 41.312$; $p < 0.001$), work pressure ($F = 24.615$; $p < 0.001$), and personal issues ($F = 8.562$; $p < 0.001$).

As far as company related issues are concerned, the respondents who work for more than 14 hours (mean = 3.173; SD = 0.377) are having comparatively more company related issues than the respondents who work for less than 10 hours in a day (mean = 2.258; SD = 0.370).

With regard to occupational related issues the respondents who work for more than 14 hours in a day (mean = 3.271; SD = 0.356) are having high occupational related issues compared to the respondents who work for 10 to 12 hours in a day (mean = 2.542; SD = 0.330).

Similarly, for work pressure, the respondents who work for more than 14 hours in a day (mean = 3.750; SD = 0.710) are having more issues compared to the respondents who work for 10 to 12 hours in a day (mean = 2.644; SD = 0.821).

Regarding personal issues, respondents who work for 10 to 12 hours (mean = 3.368; SD = 0.537) and 12 to 14 hours (mean = 3.333; SD = 0.389) in a day are having comparatively more issues than the respondents who work for less than 10 hours (mean = 3.061; SD = 0.511) and more than 14 hours in a day (mean = 3.022; SD = 0.395).

Hence, it is concluded from the above results that the respondents who work for more hours are prone to have all the stress creating issues namely company related issues, occupation related issues, work pressure, and personal issues.

T-test - Impact of Respondents' Opinion On Wage Fixation On Company Related Issues, Occupational Related Issues, Work Pressure, And Personal Issues

TABLE-2

Wage fixation		Company re- lated Issues	Occupational re- lated issues	Work Pressure	Personal Issues
Yes	Mean	2.750	2.764	3.106	3.242
	SD	0.711	0.426	0.894	0.535
No	Mean	2.935	3.066	3.400	3.120
	SD	0.461	0.470	0.838	0.427
	t	2.061	3.831	2.022	1.590
	Sig.	0.041	0.000	0.044	0.113

The respondents' opinion about wage fixation is given in the above table in terms of mean values with respect to various stress influencing variables called stress influencers. t-test has been performed to find out the mean difference among the respondents who agree that their company fix the wage and the respondents who do not agree for the above statement. On performing the test it is noted that except personal issues ($t = 1.590$; $p = 0.113$), all the other stress influencing factors namely company related issues ($t = 2.061$; $p = 0.041$), occupational related issues ($t = 3.831$; $p < 0.001$), and work pressure ($t = 2.022$; $p = 0.044$) are having significant outcome.

As far as company related issues are concerned, the respondents who do not agree that wage fixation (mean = 2.935; SD = 0.461) significantly different from the respondents who agree for the statement (mean = 2.750; SD = 0.711). However, the mean score is not high but it is moderate.

With regard to occupational related issues the respondents who do not agree that wage fixation (mean = 3.066; SD = 0.470) significantly different from the respondents who agree for the statement (mean = 2.764; SD = 0.426). However, here too, the mean score is not high but it is moderate.

Similarly, for work pressure also, the respondents who do not agree that wage fixation (mean = 3.400; SD = 0.838) significantly different from the respondents who agree for the statement (mean = 3.106; SD = 0.894). Hence, it is concluded from the above results that the respondents who accept that their company fix the wage are having low company related issues, occupation related issues, and work pressure.

9. Findings

1. Hours of work in a day, influences all the stress-influencing factors namely company related issues, occupational related issues, work pressure, and personal issues. That is, the respondents who work for more hours are prone to have all the stress creating issues namely company related issues, occupation related issues, work pressure, as well as personal issues.

2. It is found that 78 per cent of the respondents do not accept that they get wage fixation, which shows that the collection is not a main criteria for fixing the wage for private bus drivers.

10. Conclusion

Everybody in the universe has stress but the level may vary among individual to individual. As far as the present study is concerned, though different issues faced by employees of private companies, personal problems are the most significant one, which lead to have more stress not only at their work place but also in their family. Among the different coping strategies, most of the employees adopt constructive coping strategies like taking coffee or tea, watching television and listening to music, doing physical exercise and writing stress diary, etc. At the same time, the companies not forget to take care of employees who opt for destructive coping strategies like drinking alcohol and smoking cigarettes. It is worth mentioning that experience, education and numbers of dependents are the major factors that determine stress among the employees. Work family conflict and family work conflict are the two major outcome of stress. Employees who have work family conflict can be managed well, but those who have family work conflict must be treated with care as they adopt destructive coping strategies. When companies implement the suggestions mentioned in this article, and thereby satisfy their employees, then the forthcoming years will be a golden period not only for the employees of private companies, but also for the employees of Public sector.

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