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Job Stress: Slow Spite & Silent Slayer for Boomed Employee- An Imperative Study of Banking Sector

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Abstract: *Competitive world challenges organization in various ways by affecting the various factors like as employee Interpersonal relationship, working conditions, freedom which engross with the growth of employee experience and develops high job stress. Job stress works as slow spite, rigorously affects the employee and latterly make itself as the silent slayer of its effectiveness. Here the authors collected the data with their interpretation to find out how the presence of job stress works as the spite with its effect as a silent slayer)*

Keywords: *stress, boomed employee, locus of control, concentration*

I. INTRODUCTION

Stress is the both psychological and physiological status of mind where an individual is confronted within opportunity, constraint or demand related to what he/she desires and for which the outcome is perceived to be both uncertain and important. (Menyezwa Nozizwe Mandu Manze, 2005)¹ Job stress can be defined as an individual's reactions to characteristics of the work environment that seem emotionally and physically threatening (Jamal, 2005).² Ellison says occupational stress is defined as characteristics of a profession that requires employees to interact intensively with others. "Scientists define stress as a pattern of emotional states and physiological reaction occurring in response to a disturbing factor in the environment and consequences of such reaction."³ Among the various forms of stress, Job stress is the most important issue in today's scenario. Too much of work stress to an employee means "excess workload has become the norm these days as more and more organizations have reduced their workforce and restructured work, having the remaining employees with and fewer resources of time to compete them.(Fennd. ,Hammands,1999)⁴ Such stress appears as people interact with each other or deals with organizational policies and environmental circumstances (Stinchcomb, 2004).⁵ Stress makes itself important when it is a helping tool and provides people extra energy or alertness which is a time need but sometimes a constraint when it lacks effective management . Work stress is defined as the harmful physical and emotional responses that occur when job requirements do not match the workers capacities, resources and needs (national Institute of occupational safety and health, 1999).⁶ After going through lots of research work and taking the experts views it is identified that certain factors are responsible for the formation and development of stress may be the physical working condition, interpersonal relationship, freedom in work, experience of the employee and here the authors has emphasized upon its impact upon the employee effectiveness and develops how the stress which is just working as being a slow spite and silent slayer .

II. LITERATURE REVIEW

A number of researchers had done their work in this field and gathered lots ideas about the formation and development of stress and its impact both upon the job and employee effectiveness. According to Maslach ,"Employees' constant exposure to 3 stress, if not handled effectively, can be destructive both for them in terms of the quality of their work and their physical and mental state and for the organization where they work '(Maslach, 2003).⁷ Skolnick opined that many researchers are agreed that the stress is a law enforcement and it has been accepted that people working in occupations where they are expected to deal with the problems of others, such as health care, teaching, and especially law enforcement may suffer more stress than people do in other professions.⁸ According to a research survey by Finn and Tomz, 1998,"to cope with stress, 40 percent of people smoked, 41 percent gambled, 35 percent shopped and 27 percent drank alcohol.²³ Employees' constant exposure to 3 stress, if not handled effectively, can be destructive both for them in terms the quality of their work and their physical and mental state and for the organization where they work"⁹ Many studies have shown how work-related stress can trigger such psychological and physical health problems as the depression, anxiety, and chronic anger (Schaufeli and Enzmann 1998).¹⁰ Several studies of law enforcement stress have found that work-related factors are the main source of stress for law enforcement personnel, stress that is directly related to their psychological, emotional, and physiological well-being.(Karasck, Robert a ,1998)¹¹

Job performance can be viewed as an activity in which an individual is able to accomplish successfully the task assigned to him or her, subject to the normal constraints of the reasonable utilization of available resources. Law at the conceptual level, four types of relationship was earlier proposed to exist between the measures of job stress and job performance: a negative linear relationship, a positive linear relationship, a curvilinear/U-shaped relationship, and no relationship between the two (Jamal, 2005).¹² A negative relationship between job stress and performance was conceived by those who viewed job stress as essentially dysfunctional for the organization and its employees. The researchers contended that chronic job stress is by its very nature extremely aversive to most employees, creating a noxious situation in the work environment. In such settings, individuals are most likely to spend a sizable chunk of their time and energy in coping with stresses, thus adversely affecting their performance. Therefore, the hypothesis of a negative relationship between job stress and performance tends to be logical to its advocates. (Gupta & Beehr, 1999).¹³ A number of studies have shown a negative linear relationship between various facets of job stress and job performance and performance-like variables (Walsh & Taber, 2006)¹⁴ This present study emphasized upon the slow toxic beginning of the stress with its avoidable impact upon the employee effectiveness whereas grows with various situations and kills the effectiveness, efficiency of the employees and make them obsolete one.

III. METHOD / DESIGN OF STUDY

The research is conducted by taking both the primary and secondary data. Secondary data collected from the journals, books and suggestions given by the eminent experts. Primary data covers the sample data which are collected randomly through interviewed method in an organized questionnaire format both from the asst. manager & manager of the public and private sector banks of Bhubaneswar. According to the convenience time of these officers, researchers had made the questions and write the opinions of the observations.

A. Sample

This research has the study of the sample of 100 from the total population, i.e. Here the authors has to find out the job stress & its presence with the employs in various years of experience, various physical symptoms and how it decreases the employee productivity and lastly affect the boomed employee & employee effectiveness and by comparing the various of years of experience with performance.

B. Tools Of Measurement

Along with demographic datasheet (age, organizational tenure, gender and marital status the following scales are used which are developed by the eminent scholars in this field. With the utilization of the scale the numerical data are collected and statistically evaluated.

C. Hypothesis

H_0 = job stress is a slow split of employee & a silent slayer of successful employee.

$H_1 \neq$ job stress is not a slow split of employee & a silent slayer of successful employee.

H_2 = job stress affects effectiveness of boomed employee.

D. Data analysis & Interpretation

The present study was carried out on 100 employees of both private and public sector bank in Bhubaneswar. Among 100 employees 88 are males and 22 are females. their job tenure with their organization ranged from 1 to 25 years while their age ranged from 26 to 51 years ,with the mean age of 31.07 years (SD=10.75) & the subjects were convinced to participate in the study .

Table-1
Descriptive statistics of employee experience (1-5)years

Variable	Experience	Interpersonal relationship	Physical working condition	Freedom	stress
Observations	25	25	25	25	25
Mean	3.63	4.27	4.44	.00	.00
Std. deviation	.61	.57	.50	.00	.000

Source: Own Compilation

Table-1 reveals the statistical data within 1-5 years' experience of the total 25 employees. Here the employees has the experience of minimum 3years of experience are strongly agree that they have the valid interpersonal skill with very good working environment without freedom & stress.

Table -2 Descriptive statistics of employee experience (5-10) years

Variables	stress	Freedom	Physical working conditions	Interpersonal relation	Experience
Mean	.39	4.17	3.91	4.12	7.39
Std. deviations	.499	.717	.288	.700	1.852
Observations	23	23	23	23	23

Source: Own Compilation

Table-2 explains the statistical data within 5-10 years' experience of the total 23 employees. Here the growing of experience the employees with minimum 7 years of experience are agree that they have the valid interpersonal skill with good working environment with freedom & with the presence of stress where the stress 0 mean to.39 which is due to the degradation of interpersonal skill, working condition with growth of experience.

Table- 3 ANOVAs For stress

Model	Sum of squares	d.f	F	significance
Regression	4.171	4	14.364	.000
Residual	1.307	18		
Total	5.478	22		

Source: Own Compilation

Table-3 shows the regression 4.171with 4 degree of freedom with the F value 14.364 which is significant in .000 levels concludes the validity of the relationship between stress and causing factors .

Table- 4 Descriptive statistics of employee experience (10-15) years

Variables	Stress	Freedom	Physical working condition	Interpersonal relation	Experience
Mean	.39	3.67	3.97	3.70	8.29
Standard deviation	.489	.915	.800	.924	4.838
Observation	28	28	28	28	28

Source: Own Compilation

Table-4 deals with the statistical data within 10-15 years' experience of the total 28 employees. Here the growing of experience the employees with minimum 8 years of experience are agree that they have the valid interpersonal skill with good working environment with freedom & with the presence of stress where the stress mean to.39 is constant one due to a little bit of changes in interpersonal skill, working condition with the average one year growth of experience.

Table -5 ANOVAs for stress (10 – 15) Years

Model	Sum of squares	d.f	Mean squares	F	Significance
Regression	9.918	4	2.479	21.961	.000
Residual	8.016	71	.113		
Total	17.934	75			

Source: Own Compilation

Table-5 has the data of regression of 9.918 with 4 degree of freedom with the F value 21.961 which is significant in .000 levels concludes the validity of the relationship between stress and causing factors .

Table – 6 Regression- stress – independent variable

Model	Un-standardized Coefficient		Standardized Coefficient	t	Significance
Constant	-1.965	.446	.145	-4.409	.000
Freedom	.078	.091	.433	.854	.000
Physical Working Condition	.265	.083	.091	3.205	.000
Interpersonal relation	.048	.108	.992	.447	.000
Experience	.100	.016	.332	6.394	.000

Source: Own Compilation

Table-6 consists of the regression between the stress as the dependent and other factors like as freedom ,physical working condition ,experience and interpersonal skill as the independent variable with .000 significance of standardized coefficient & t value. Stress with .145 standardized coefficient marked the presence of stress among the bank employees due to the positive independent variable like as freedom with .854 standardized coefficient ,physical working condition with .091,freedom of .854 and experience.332 of positive standardized coefficient.

Table –7 Descriptive statistics for all >15 years

Variables	stress	Experience	Interpersonal relationship	Physical Working condition	Freedom
Mean	.47	10.75	3.19	3.53	3.03
Std. Deviation	.502	6.142	1.237	1.114	1.395
Observation	100	100	100	100	100

Source: Own Compilation

Table- 7 deals with the statistical data within 10-15 years' experience of the total 28 employees. Here the growing of experience the employees with minimum 10-11 years of experience are agree that they have the with interpersonal skill with not satisfactory working environment with the presence of freedom & stress and the stress mean to.47 increment due to changes in interpersonal skill, working condition with the two or more years growth of experience

Table -8 Annova for Stress

Model	Sum of squares	d.f	Mean square	f	Significance
Regression	13.427	4	3.357	27.773	.000
Residual	1.483	95	0.121		
Total	24.910	99	4.478		

Source: Own Compilation

Table-8 has the data of regression of 13.427 with 4 degree of freedom with the F value 27.773 which is significant in .000 levels concludes the validity of the relationship between stress and causing factors .

Table -9 Regression- stress – independent variables

Model	Unstandarized coefficients		Standardized coefficients	t	Significance
	B	Std. Error	β		
stress	-2.166	.366		-5.914	.000
Experience	.110	.013	1.345	8.189	.000
Interpersonal relationship	.149	.089	.367	1.681	.000
Physical working conditions	.303	.066	.674	4.596-	.000
Freedom	-.030	.064	.083	.487	.000

Source: Own Compilation

Table-9 consists of the regression between the stress as the dependent and other factors like as freedom, physical working condition, experience and interpersonal skill as the independent variable with .000 significance of standardized coefficient & t value. Stress with .145 standardized coefficient marked the presence of stress among the bank employees due to the positive independent variable like as freedom with 1.345 standardized coefficient, physical working condition wit.367h, freedom of.674 and experience.083 of positive standardized coefficient.

IV. DATA ANALYSIS

The above tabular data depict the employee's job stress and its slow growth with the independent variables responsible for this. According to the Tabular data of organization with the employees of 0-5 years of experience have their high satisfaction with working condition of the organization, satisfactory interrelationship, have the feelings of zero freedom and zero stress. But due to the growth of the experience, with 5 - 10 years of experience, the satisfaction of the employees with working condition & interpersonal relationship decrease and enhances the stress and felt among the employees. But at last when more than 15 years of experience is taken it shows presentable changes in stress with the changes in various independent variables for stress. By taking the above discussed data with the interpretation, it can be concluded that the hypothesis is strongly true and justified with its proof that Stress is neither good for employee nor for the organization, it is a slow split and slowly slays the employee performance and makes the boomed employees as an ineffective.

V. CONCLUSION

The negative implications of work stress are recognized as a challenge to both employers and workers. (Hackman J.R & Oldham G, 1975) Continuous stress is poison that slowly damages the employee efficiency and innovativeness. Participative management & cooperative working conditions may be a key to reduce the challenge of stress with the growth of productivity, profitability and brand image for an organization. This challenging stress –full world demands the effective employees without stress for their organization sustainability, has to take preventive measures to make the employees efficiency and prove their effectiveness.

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