



A STUDY ON ASSESSING ORGANISATION ROLE STRESS LEVEL OF EMPLOYEE

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Abstract

Every company's recruitment section focuses on filling as many vacant positions as possible in the shortest amount of time, yet they are unable to see what they are losing in the long run.

On the positive side, the staffing department is producing a high level of output and is able to compete in the market; nevertheless, they are unable to recognise the long-term damage caused by a lack of understanding and interest in recruitments. This damage is created by the great pressure the recruiters are under, and the depression of not being able to meet the unreasonable expectations further lowers motivating levels. The damage is so severe that, in the long run, this damage is created by the great pressure the recruiters are under, and the depression of not being able to meet the unreasonable expectations further lowers motivating levels. The harm is so severe that the consultancy loses both its reputation and its potential in the long run.

The current study looked into the numerous elements that contributed to the stress levels of employees in the software business. It seeks to validate the effectiveness of stress management in increasing employee productivity in the software industry by describing their levels of job stress, discussing the factors that contribute to employees' stress experiences, and recommending measures to prevent distress within the organisation.

Keywords: Recruitment, Offer Letter, Joining Ratio.

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1. INTRODUCTION

We typically consider that stress is induced by external events and environmental dynamics. However, we must emphasise that stress is created by our reaction to the external world. The way we perceive and understand changes or the specific event that causes the same occurrence can provide happiness or stress to two different persons depending on how they react to it. When students are asked to make a presentation, some may see it as an opportunity to showcase their abilities and improve on their deficiencies, while others may be disturbed by it because they are afraid of their own weaknesses. So, stress is our reaction to external circumstances, and depending on how we react, it can be positive or harmful. It is the general wear and tear of the bodily machine caused by the additional demands placed on it.

Stress is defined as "the body's non-specific response to any demand placed on it." Stress is not always associated with nervous tension or worry. On the one hand, stress allows us to express our talents and energies and pursue happiness; on the other hand, it can induce tiredness and sickness, either physical or psychological. Stress is a situation or feeling that occurs when a person thinks that demands surpass the individual's personal and social resources. Organisational role stress is stress caused by the collection of functions that an individual does inside an organisation.

There are numerous causes within the organisation that might lead to stress. Pressures to prevent errors or accomplish tasks in a short period of time, work overload, a demanding and insensitive employer, and disagreeable coworkers are some examples.

SCOPE OF THE STUDY

The purpose of this PDF is to assess the organisational role stress level of employees in the Chennai software sector. The survey solely includes employees from the software industry. The study's goal is to determine the stress level of all software sector employees.

2. REVIEW OF LITERATURE

Studies In today's corporate world, with the nature of work changing at breakneck pace, stress at work and stress-related illness has become a topic of discussion for many people and a source of concern for many organisations. Job stress is affecting an increasing number of people in practically every field.

Workplace stress is currently the fastest-growing cause of absence from work, according to the Health and Safety Executive (2006). The necessity of the hour is to avoid or manage stress before it has negative consequences for individuals. Another major worry is that poor performance by many

employees as a result of the consequences of workplace stress represents a significant financial loss to their organisations and the national economy.

As a result, there is an urgent need for organisations to understand what job stress is and what causes it, as well as to implement stress management for their employees into their management systems. Many organisations, including TCS, have yet to take significant steps in this direction.

Stephen Robbins (1995) "Organisational Behaviour"

Stress is a dynamic state in which a person is confronted with an opportunity, constraint, or demand connected to what he or she wishes, and the outcome is thought to be both unclear and crucial.

Marshall and Cooper (1979) asked supervisors how they dealt with work stress. Working more hours was the most frequently mentioned approach. Delegation (6percentage), negotiation and bargaining with those setting work to create only what is truly needed (8.5percentage), transferring workload within the department (6percentage), preparing ahead of annual demand peaks (3percentage), and balancing the department's internally generated load (3percentage), were the other tactics used.

Folkman (1986) Based on an instrument component analysis, has offered eight coping strategies: confrontive coping, distancing, self-control, seeking social support, taking responsibility, escape-avoidance, planful problem-solving, and positive reappraisal.

Rosenzweig (1978) has offered eight stress-reduction measures. The avoidance mode is distinguished by one or more of the following characteristics:

- Anger and blaming.
- Feelings of helplessness and resignation.
- Resigning to the uncomfortable situation in order to minimise its significance.
- Ignoring the presence of stress or finding an excuse for it.

3. RESEARCH METHODOLOGY

HYPOTHESIS

Based on the available literature review, the investigators have developed the following hypotheses for the current study, which are as follows.

- There is a link between gender and workload;
- There is no substantial difference between the candidate's experience and meeting the demands of the superior;

- There is a link between a readiness to take on more tasks and a lack of sufficient training.

RESEARCH DESIGN

This project consisted of descriptive researchers. Descriptive research is used by the questionnaire method.

Population

The universe is the total number of items in any field of inquiry, whereas the population is the total number of items about which information is needed.

Sample universe: The sample universe is the full set of items that the researcher desires to study and

generalise about. This study's sample consists of software industry personnel with a minimum of 2 years and a maximum of 8 years of experience. This study employs universal sampling.

Sample size

The sample size is 130 software employees

QUESTIONNAIRE DESIGN

A non-disguised structured questionnaire was used to acquire the necessary information. The study's structured questionnaire featured a Likert scale, and the degree of verbal description employed was Agree.

DATA ANALYSIS AND INTERPRETATION

GENDER-WISE CLASSIFICATION OF SURVEYED RESPONDENTS

S.No	Gender	No of Surveyed respondents	Percentage of Surveyed respondents
1	Male	74	57
2	Female	56	43
	Total	130.00	100.00

INFERENCE

From the above table, it is found that 57percentage of the surveyed respondents are Male and

43percentage of the surveyed respondents in the Software industry are Female.

EXPERIENCE-WISE CLASSIFICATION OF SURVEYED RESPONDENTS

S.No	Experience(yrs)	No of Surveyed respondents	Percentage of Surveyed respondents
1	Less than 1	56	43
2	1-3	42	32
3	3-5	23	18
4	Above 5	9	7.1
	Total	130	100

INFERENCE

Major part of the surveyed respondents (43percentage) have less than 1 year of experience, 32percentage of the surveyed respondents have 1-3years of experience, 18percentage of the surveyed

respondents have 3-5years of experience, and significant numbers (7.1percentage) of the surveyed respondents have above 5 years of experience.

I am not able to satisfy the conflicting demands of various people above me.

Role Erosion-1

S.No	Inability of satisfying Higher officials demands	No Of Surveyed respondents	Percentage of Surveyed respondents
1	Agree	24	18
2	Neutral	14	11
3	Disagree	92	71
	Total	130.00	100.00

INFERENCE

Major part of the surveyed respondents (71percentage) feel that they can able to satisfy the demands of higher role occupants with their current

Role. Since there is no such Role Erosion Stress among surveyed respondents.

STATISTICAL TOOLS AND ANALYSIS

CHI- SQUARE TEST I – (ψ^2)

The total of the squared difference between observed (o) and expected (e) data (or the deviation, d) divided by the expected data in all conceivable categories is chi-square.

Ho (null hypothesis): The gender and workload rate hypothesis (H1) does not exist: There is an association between gender and workload.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Workload	130	100.0percentage	0	.0percentage	130	100.0percentage

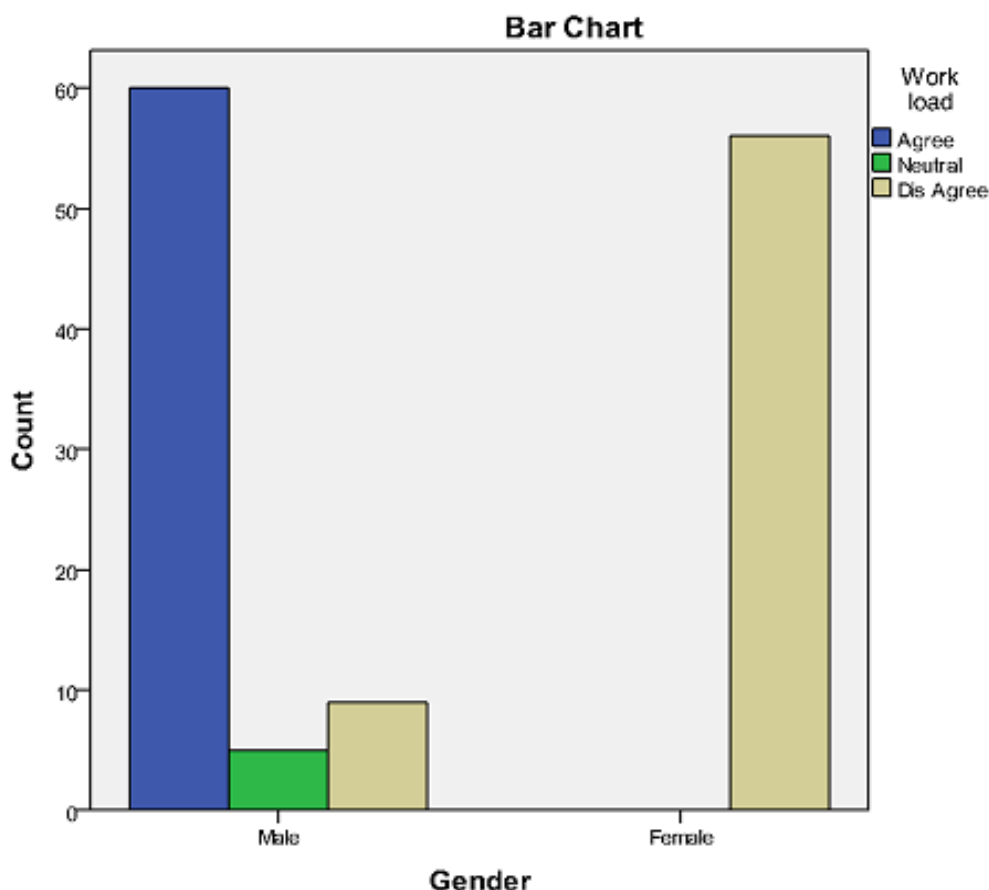
Gender * Workload Crosstabulation

		Workload			Total	
		Agree	Neutral	Dis Agree		
Gender	Male	Count	60	5	9	74
		percentage within Gender	81.1percentage	6.8percentage	12.2percentage	100.0percentage
		percentage within Workload	100.0percentage	100.0percentage	13.8percentage	56.9percentage
	percentage of Total	46.2percentage	3.8percentage	6.9percentage	56.9percentage	
	Female	Count	0	0	56	56
		percentage within Gender	.0percentage	.0percentage	100.0percentage	100.0percentage
percentage within Workload		.0percentage	.0percentage	86.2percentage	43.1percentage	
percentage of Total	.0percentage	.0percentage	43.1percentage	43.1percentage		
Total	Count	60	5	65	130	
	percentage within Gender	46.2percentage	3.8percentage	50.0percentage	100.0percentage	
	percentage within Workload	100.0percentage	100.0percentage	100.0percentage	100.0percentage	
	percentage of Total	46.2percentage	3.8percentage	50.0percentage	100.0percentage	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	98.378 ^a	2	.000
Likelihood Ratio	125.437	2	.000
Linear-by-Linear Association	94.012	1	.000
N of Valid Cases	130		

a. 2 cells (33.3percentage) have an expected count of less than 5. The minimum expected count is 2.15.



Degree of Freedom = $(r-1) * (c-1)$
 $= 1 * 2 = 2$

Calculated value = 98.378

Tabulated value = 5.991

$Z = Z_{cal} > Z_{tab}$

$Z = 98.378 > 16.919$

Hence, the Alternate hypothesis [H1] is accepted

implying that there is a relationship between gender and job load.

ONE-WAY ANOVA CLASSIFICATION

hypothesis (Ho): There is a big disparity between the candidate's experience and satisfying the superior's requirement.

INFERENCE:

We accept the alternate hypothesis since the computed value is bigger than the tabulated value,

Alternative hypothesis (H1): There is no substantial difference between the candidate's experience and satisfying the superior's demand.

Descriptives								
Experience								
	N	Mean	Std. Deviation	Std. Error	95percentage Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Agree	24	1.00	.000	.000	1.00	1.00	1	1
Neutral	14	1.00	.000	.000	1.00	1.00	1	1
Dis Agree	92	2.25	.885	.092	2.07	2.43	1	4
Total	130	1.88	.937	.082	1.72	2.05	1	4

Test of Homogeneity of Variances			
Experience			
Levene Statistic	df1	df2	Sig.
36.769	2	127	.000

ANOVA					
Experience					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	42.019	2	21.010	37.449	.000
Within Groups	71.250	127	.561		
Total	113.269	129			

Calculated value = 39.716

Tabulated value = 2.46

F = F cal > F tab F=39.716 > 2.46

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

The estimated value of F exceeds the tabulated value. As a result, we reject the null hypothesis and conclude that there is no substantial difference between the candidate's experience and satisfying the superior's demand.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlations		
	Willingness to take on more responsibilities	Not getting proper training
Willingness to take on more responsibilities	Pearson Correlation Sig. (2-tailed) N	1 .909** 130
Not getting proper training	Pearson Correlation Sig. (2-tailed) N	.909** .000 130

** . Correlation is significant at the 0.01 level (2-tailed).

$$r = \frac{N \sum XY - \sum X \sum Y}{\sqrt{N \sum X^2 - (\sum X)^2} \sqrt{N \sum Y^2 - (\sum Y)^2}}$$

r = .909

INFERENCE:

Since r is positive, there is a positive relationship between the willingness to take more responsibilities and not getting proper training

4. CONCLUSION

Job stress is affecting an increasing number of people in practically every field. The necessity of the hour is to avoid or manage stress before it has negative consequences for individuals. As a result of this study, the Software industry's management has chosen to implement steps to reduce organisational hardship.

As a result, employees must be provided with skills that will assist them in coping with their work

Correlation analysis is a statistical tool used to determine how closely two variables are related linearly. The degree of relationship between two variables is measured by correlation.

The null hypothesis (H0) states that there is a positive link between readiness to take on extra tasks and a lack of sufficient training.

Alternative hypothesis (H1): There is a negative association between desire to take on greater duties and lack of sufficient training.

expectations and avoiding burnout, absenteeism, loss of productivity, and turnover. In the end, this seemingly minor undertaking of stress management will go a long way towards making a significant contribution to the Software industry's treasury.

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