

JOB STRESS AND ITS EFFECT ON EMPLOYEE PRODUCTIVITY AND ORGANIZATIONAL COMMITMENT

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ABSTRACT:

The concept of Job stress has been considered as the mental distractions and imbalance between the emotional and mental levels of an individual. Stress is a universal element and these days it is been seen in almost all occupations and almost all employees. The study aims to investigate the impact of job stress on employees' productivity and commitment among the employees of manufacturing units in Mysuru. The sample size taken for the study is 41 units in the Mysuru district. The sample was taken for the 250 employees from these units at the middle level. Many factors contribute to job stress but when there are good management practices and when management understands employee's grievance and expectations there are chances of lowering stress in employees. This leads to increased productivity and a higher level of commitments when there is a good rapport between management and employees. Sometimes stress may be positive and most of the time it is negative. To the results reveal that there is an effect of stress on job productivity and commitment levels of employees in these units

1. Introduction

Stress is an imbalance between the mental and emotional levels of an individual. An increase in speed, efficiency, and competition in organizations these days is one of the causes of stress. The positive dimension of stress is called stress. High workload, lack of skills, discrimination among employees in the workplace, the work environment may cause stress. Sometimes stress may be positive and most of the time tends to be negative. Stress is one of the common things that is been seen in almost all employees during the current period.

One of the stresses related to the job is industrial stress known as occupational. Stress occurs when there are unforeseen odd jobs. Stress is usually uncertain it can't be predicted and employees or any other person will not know when stress occurs and why stress occurs.

Stress can be physical stress or it can be mental stress. Stress is derived from many sources. It can be pressure from boss or superior, family interaction, irritating colleagues, angry customers, and hazardous conditions. Long hours of work may be one of the reasons for stress. When you can't cope up with co-workers or colleagues or any other employees around the work environment stress will increase. Physical exercise, positive thinking, and time management may reduce stress. Stress majorly affects emotionally. Stress can lead to the worst health conditions.

Productivity tells about how efficient an employee is in his work. A productivity measure is expressed in terms of the ratio of output per unit of input. Productivity increase results in greater outcomes and with the same quantity of input. Productivity can be company productivity, team productivity, and personal productivity.

Company productivity depends upon relations in the company environment of the company and management of the company. Team productivity involves relations with the team member's quality of the teams and team management. Personal productivity depends on personal relations personal quality and personal management.

Organizational commitment is the relationship of employees with the organization. It is the bond employees experience with their organization. Employee commitment refers to the equivalence between the goals of the person and the organization whereby the individual identifies with and extends effort on behalf of the general goals of the organization. The developed trust will increase the commitment of the employees.

2. Literature Review

Word related pressure is a significant reason for non-attendance, expanding turnover expectations, lower efficiency, and modern mishaps. One-fourth of the activity related pressure experienced by colleague's claims to strenuous working conditions **Ryland and Greenfield (1991)**.

Wiener (1982), action happiness is a manner toward business-related conditions, highlights, or parts of the movement. Along these lines, duty suggests a progressively unmistakable proportion of a relationship with the utilizing association as opposed to express assignments, common components, and the region where the commitments are performed.

Bickford, 2005-Work overload is often associated with the imposition of unrealistic deadline timeframes for completion of tasks. If the volume of work mismatches or surpasses the skills, knowledge, and abilities of the worker, these cause stress.

According to **(Rose,2003)** delegates have an inclination towards an abnormal state of worry as for time, working for longer hours which decreases specialist's request performing better. The officials hold up helps in dropping or assembles stress in delegates, apparent definitive help, the board reinforces determinedly in lessening business associated stress in specialists. There are a lot of reasons causing weight work-family conflict work overweight one reason identified by Stamper &Johlke is that if the affiliation or the administrators don't value delegates for

persevering work, responsibility towards affiliation makes weight and generally makes expect to go away.

Mathis and Jackson (2000) pointed out that absenteeism epitomizes the form of withdrawal behavior from an extremely stressful occupation. Presentism: That laborer's coming to work yet not working up to their abilities at work. In a check, 60 % of the laborer's announced losing effectiveness because of stress while at the job.

Mowday et al. (2000) characterized authoritative responsibility as being faithful to the organization, and the organization being faithful to the representative, clearly downplays the multifaceted nature associated with an individual's demeanor toward and conduct inside his or her utilizing association.

3. Objectives

1. To analyze the influence of job stress on productivity.
2. To investigate the effect on job stress on employee commitment.
3. To identify factors responsible for job stress.

4. Research Design

The type of research used is Descriptive. The sampling technique used is Non Probability sampling and the sampling method used here is simple random sampling. The 41 manufacturing units in Mysuru district, Karnataka State are taken as sampling units for the study. The data collected using Primary data sources with the help of questionnaires. The 250 respondents are taken as the sample size for the study. The proposed statistical tests being used are Regression, Anova, and Correlation.

5. Analysis and Interpretation

From the reliability test, it is found that the Cronbach's Alpha value for 36 items is 0.815 which is more than 0.7 hence the researcher can rely upon the sample for further research. The Correlation test is found that there exists a negative relationship between Job Stress (JS) and Productivity (PR). The value is found to be -0.203. Correlation test it is found that there exists a positive relationship between job stress and Organizational Commitment (OC). The value is found to be 0.639. From the Regression test, it is found that there is a 4.1% impact of job stress on productivity. From Regression test, it is resulting in a 40.8% influence of job stress on

commitment. Regression test it is found that there are a 0.4% impact of Resource Constraint (RC) impacts on productivity, 0.1% impact of Work-life Balance (WLB) impacts on Productivity, 1.32% impact of Job Security (JS) impacts on Productivity, 0.8% impact of Job Involvement (JI) impacts on Productivity. One way ANOVA test is found that the significant impact of education on organizational commitment and no significant impact of education on productivity, there is no significant impact of experience on organizational commitment and productivity, there is a significant impact of income on organizational commitment and productivity.

To analyze the Relationship between Employee Job Stress and Productivity

As per table1, the consequences of the equivalent uncover that there is a higher negative relationship between workers' activity stress and their productivity at -0.203, This outcome is predictable with a large portion of the examinations that have been led in India and different nations.

To analyze the relationship between Employee Job Stress and their Commitment

As per table 1, the results of the same reveal that there is a positive correlation between employees' job stress and organizational commitment at 0.639, which is significant statistically at a 1% level. It indicates that even when employees are stressed at work, they will be committed to their work and organization. This result is consistent with most of the studies that have been conducted in India and other countries.

Impact of Job Stress on Productivity

As per Table 2 the correlation between components employee job stress and their productivity at 0.203 which is a very high negative relationship and the R^2 is 0.041 which indicates that the variance in the dependent variable i.e., Employee Productivity is explained by the Job Stress to the extent of 4.1%. The results of the regression coefficients reveal that the employee job stress found to be significantly influencing employee productivity, as the significance is less than 0.05 (5%). The results of this analysis are consistent with the theory that says that there is a negative relationship between employee job stress and productivity. The results indicate that increase in one unit in job stress, there will be a 0.279 unit decrease in employee productivity and vice versa. Variables are significant. The regression effect is 4.1%. Dependent variable: Productivity

Effect of Employment Strain on Organizational Commitment

The correlation between components employee job stress and organizational commitment at 0.639 which is a positive relationship and the R Square is 0.408 which indicates that the variance in the dependent variable i.e., organizational commitment is explained by the Job Stress to the extent of 40.8%. The results of the regression coefficients reveal that the employee job stress found to be significantly influencing the organizational commitment, as the significance is less than 0.05 (5%). The results indicate that increase in one unit in job stress, there will be a 0.694 unit increase in the organizational commitment and vice versa. The result can be in the form of the equation

The relation between Resource Constraints and Productivity

There is a positive correlation between resource constraints and productivity. The R square of the model is .004 which means that resource constraints have a 0.4% influence on employee productivity. The ANOVA table shows the significance .510 which is more than 0.05 indicating that there is no significant impact on productivity.

The relation between Work-life balance and Productivity

It depicts exists a positive correlation between work-life balance and productivity. The R^2 is .001 which means that work-life balance has a 0.1% influence on employee productivity. The ANOVA table shows the significance .697 which is more than 0.05 indicating that there is a significant impact on productivity.

The relation between Job security and Productivity

The result shows that there exists a positive correlation between work-life balance and productivity. The R square of the model is .001 which means that work-life balance has a 0.1% influence on employee productivity. The ANOVA table shows the significance .000 which is less than 0.05 indicating that there is a significant impact on productivity

The relation between Job involvement and Productivity

The model summary shows that there exists a positive correlation between Job involvement and productivity. The R square of the model is .008 which means that work-life balance has a

0.8% influence on employee productivity. The ANOVA table shows the significance .359 which is more than 0.05 indicating that there is no significant impact on productivity.

ANOVA Results for Differences in Age Group as per Table 3

Job Security: From the Anova test, the F value at 2.565, and the p-value at 0.018. Since the significance value is less than 5%, there exists mean differences in the opinions of selected employees on job security across their age groups at a 5% level of significance.

Resources Constraints: Anova test reveals that the F value at 1.374 and p-value at 0.225. Since the significance value is more than 5%, there does not exist any meaningful differences in the opinions of selected employees on resource constraints across their age groups at a 5% level of significance.

Work-Life Balance: Anova analysis shows the F value at 3.493 and p-value at 0.002. Since the significance value is less than 5%, there exists mean differences in the opinions of selected employees on work-life balance across their age groups at a 5% level of significance.

Job Involvement: Anova shows the F value at 2.777 and p-value at .011. Since the significance value is less than 5%, there exists mean differences in the opinions of selected employees on job involvement across their age groups at a 5% level of significance. Hence, the null hypothesis is rejected.

Interpersonal Relationship: Anova reveals that the F value at 3.593 and p-value at .002. Since the significance value is more than 5%, there does not exist mean differences in the opinions of selected employees on Interpersonal relationships across their age groups at a 5% level of significance. Hence, the null hypothesis is not rejected.

6. Suggestions

Employees working in shifts are seen to be more stressed out therefore suggestion to this is that if there are elderly or aged employees they need to give a general shift rather than night shifts. Even though there are measures taken by the organizations to reduce the stress they have implemented the Harmony principle where it is an activity that is used to reduce stress but employees feel that they should extend the days for the program conducted. It also implies that lower stress leads to higher productivity and higher commitment. Productivity and commitment are important outcomes for any organization. For new joiners, there should be a program so

that their mind should be molded to get adjusted to the organization and environment. Organizations should take corrective measures to reduce the stress of the employees which also helps them to maintain their work-life balance.

7. References

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Annexures

Table 1 Correlation

Correlations

		JS	PR	OC
JS	Pearson Correlation	1		
PR	Pearson Correlation	-0.203	1	
OC	Pearson Correlation	0.639		1
**. Correlation is significant at the 0.01 level (2-tailed).				

Table 2: Regression

Variables	R	R ²	Adjust R ²	F change	Sig
JS-PR	0.203	0.041	0.032	4.441	0.000
JS-OC	0.639	0.408	0.403	71.113	0.000
RC-PR	0.065	0.004	0.005	0.436	0.000
WLB-PR	0.038	0.001	0.008	0.152	0.697
JOS-PR	0.364	0.132	0.124	15.703	0.000
JI-PR	0.09	0.008	0.001	0.848	0.000

Table :3 ANOVA Results for Differences in Age Group

Variable	Sum of Squares	Df	Mean Square	F	Sig.
Job Security	10.908	7	1.558	2.565	0.018
	58.939	243	0.608		
	69.848	250			
Resource Constraints	6.300	7	.900	1.374	.225
	63.547	243	.655		
	69.848	250			
Work-Life Balance	14.382	7	2.055	3.493	.002
	55.466	243	0.572		
	69.848	250			
Job Involvement	11.660	7	1.666	2.777	.011
	58.188	243	.600		
	69.848	250			
Interpersonal Relationship	11.705	7	2.055	3.593	.002
	58.143	243	0.572		
	69.848	250			

Work Environment	14.551	7	1.617	2.778	.006
	55.296	243	.582		
	69.848	250			
Employment Opportunities	20.981	7	2.997	5.950	.000
	48.866	243	.504		
	69.848	250			
Job Satisfaction	10.225	7	1.704	2.801	.015
	59.623	243	.608		
	69.848	250			
Compensation	10.888	7	1.361	2.216	.033
	58.960	243	.614		
	69.848	250			
Group Dynamics	2.566	7	.428	.623	.712
	67.282	243	.687		
	69.848	250			
Presentism	11.546	7	.962	1.518	.132
	58.302	243	.634		
	69.848	250			
Absenteeism	10.216	7	.929	1.448	.165
	59.631	243	.641		
	69.848	250			