

The Influence Of Job Stress On Employees Job Satisfaction Among Automobile Employees

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ABSTRACT:

It is important to investigation of the job stress and job satisfaction of employee's. The majority objective of the study in affinity between job stress and job satisfaction. This delving was conducted by automobile sector employees. This is study job satisfaction is dependent variable, job stress in an independent variable. During this delving we have a tendency to used quantitative analysis and information is collected through survey. The sample size consist of 50 for automobile sector employees, the data analysis using through the SPSS. The results shows the positively influenced the job satisfaction.

Key words: Job stress, Job satisfaction, workload, Environment

INTRODUCTION:

Job satisfaction might be a significant half for an organization. At intervals the organization several folk's square measure work for the sake of wealthy person and profit. If the employees of Associate in degree organizations don't seem to be proud of their work and feel stress on their jobs conjointly the staff of the organizations weren't finished their honest approach then usually this can be often negatively impact on the nice can of the organization.

Job satisfaction is most significant factor for organization as a result of staff satisfaction is set the employee's performance and organization growth. Job satisfaction produce the sleek and healthy atmosphere and to create the connection from the all level of staff.

Employee's job satisfaction could also be impact of increase and reduce the employee's productivity and Job comportis that the stages of gladness for someone feels regarding his or her job. Employees of a company square measure several Prospects from their jobs and if the prospects don't seem to be full Filler also they feel stress on their job and don't seem to be happy with their work. The behavior of the employees of the organization is very important, job satisfaction means how much employees happy about their work different.

Job stress is harmful emotional responses of the Organization employees are facing physical, psychological and behavioral stresses. Employees affecting the physical stress muscular pain, headache, sleeping difficulties. Physiological stress depression, anxiety, discouragement, pessimism, behavioral stress absenteeism, aggression, lower tolerance and isolation.

The causes of job stress affected of organization employees insured job security, excessive workload, excessive work pressure, frustration of work and bulling of work. Every organization employees need to resolve the job stress need to proper selection and job,

develop the healthy responses, reconnect your love your job, employees needed proper training for stress management, Employees increasing involvement and motivation.

Now a days employees facing big changes of environment in facing biggest stress on employees, organizations changing it will be difficult to employees facing kind of job role changes, at the situation employees feel stress and not perform well in their work. Organizations need resolve the employee's change of job roles.

Work load related on employees working more hours without getting salary was biggest stress and decided the dissatisfaction workers. Employees feels insecurity of jobs and conflict with the workers and superiors. If management increasing workload on employees their feeling depression, anxiety and sleeping difficulties. Work load stress facing the biggest problems of employees on their life. Workload related with insufficient workload, poor relationships, lack of support and lack of collaboration of organization. Now a days employees facing environment related issues are employees affected stress and dissatisfied working conditions.

REVIEW OF LITERATURE:

Coleman et al., 1976 job satisfaction supported the performance of the work of the staff as a result of most of the chambers currently are additional tightened for the higher job outcomes. Declared that organization factors like work and dealing condition were negatively connected with job satisfaction. Most of the staff affected with operating setting connected problems supported their job satisfaction.

Ganapathi, 2013 the research worker observe the link in the middle of the job stress and job satisfaction. During this analysis paper says the investigator finds out the origin, indication ways that and therefore the manner the organization managing the work stresses at their work place. In line with the research worker job stress affected the employee's job satisfaction alternative human resource management issues like higher absence.

Siu et al., 2012 the literature had a instructed immense relationship stress and unfavorable health among workers for instance additional normal stress is also accountable to heart diseases, cardiovascular disease, headache, asthma, biological process ulcers and lower back pain among others.

Adams and bonds 2000 says that job satisfaction outlined as positive feeling and or angle concerning numerous aspects of job. Higher levels of employee's job satisfactions are absolutely improved quality of labor and job outcome and retention of workers. Understanding the result of job stress higher stress management approaches may be established.

Fletcher and Payne 2013 known that a scarcity of job delight may be a supply of stress, whereas high satisfaction will alleviate the results of stress. High levels of labor stress are related to low levels of job satisfaction organization factors like work and dealing condition were negatively connected with job satisfaction of staff.

Selye, et al 1987 says that stress is the multidimensional interrupted the two major dimensionaleustress and distress conditions, eustress is positive stress that means

adequate skills, and knowledge, abilities and attitude of the work of the demand and pressure. Stress impact on the employees working skills and abilities.

C.R.Reilly 1991 says that job satisfaction is the employees feeling that about work or attitude of the work it is a perception of the employee's job. Employee's job satisfaction or dis satisfaction depends on the employee's nature of the work. It will depend on the employee's expectations of the work. It is influenced on the environment, salary and organization commitment.

Wilkes et al. (1998) stress defined as feeling of constant pressure it can be general physiological, behavioral symptoms. Stress can be spoil the employees' mental health of continual pressure at home, or in conjunction with different predominant life stressors, is likely to have a marked effect on final results. Strain that could complicated, or maybe precipitate, paintings-place strain.

Beehr et al. 1976 the role of ambiguity is another aspect for the job stress in the workplace. The ambiguity exist the when the individual collect the lack of information about the need and requirement of the role on organization. The employee met the evaluative the procedures to perform successfully. The role of ambiguity lead the negative outcomes reduce the employees confidence and hopefulness.

Car 2008 says that job satisfaction is a concept mean variety of things in different people. It will define that defense upon the employee's attitude, and internal state of mind of workers achievement most of the people are satisfied with their job it necessarily happy with all aspects of work related activated it almost employee's satisfaction of the work. Job satisfaction defined the emotional state of the appraisal of the job.

Williams et al. (2001) stressed that temporary issues of work stress have both physiological and behavioral goods leading to low work performance. It will decided the job satisfaction of employees and related on the particular working environment about the work place of employees.

STATEMENT OF THE PROBLEM:

The problem of the study is several factors of job stress square measure impact the workers job satisfaction, it conjointly influenced of workers performance and fertility the company. There ar negative association among job stress and staff job satisfaction. If staff feeling all right in their work and happy with their job therefore this is often positive impact on organization productivity. Just in case staff feel stress on their work don't seem to be happy job this is often opposite impact of organization fertility.

There are several factors influenced on job satisfaction and factors employment role half conflict and low regular payment of the staff,, interrelationship between the employees and environment of the organization.

The physical Terrain of significant factor for impacting the workers'health in many methods. Physical surroundings of an effect on employee's job satisfaction and each staff need to interrelationship with all over the organization.

OBJECTIVES OF THE STUDY:

- To identify the relation between stress and job satisfaction
- To survey the effects of job stress and job satisfaction on workforce productivity

SCOPE OF THE STUDY:

The study focused on the employees of automobile sector which is restricted in Chennai city. More over the focus is conducted to realize out the stress level and job satisfaction of employees to workplace among the employees working in automobile sector. This study is restricted only to the employees of automobile sector within Chennai city.

LIMITATIONS OF THE STUDY:

- The investigation is conducted only to the employees in automobile sector with in Chennai city. Therefore the results may change when it's covered with other areas.
- Limited time period
- The respondents were biased to give their opinion.

RESEARCH METHODOLOGY:**Sampling Area:**

The study is conducted within the Chennai city from automobile sector.

Sampling Technique:

The method of sampling that is used is purposive sampling. This is used because the study focuses on only automobile sector.

Sample size:

The number of sample size used for the study is 50 respondents.

Statistical tools:

The statistical method which is used for analyzing the reliability analysis, correlation and Regression.

RELIABILITY STATISTICS

Cronbach' Alpha	No of items
0.806	20

INTEPRETATION:

The Cronbach' Alpha value is 0.806 which is more than 0.8; hence the reliability is proved (i.e.) the Questionnaire is reliable for the purpose of the data collection.

HYPHOTHESIS:

H₀: There is no relationship between stress and job satisfaction

H₁: There is relationship between stress and job satisfaction

CORRLATION:

		JOB STRESS	JOB SATISFACITON
.JOB STRESS	Pearson Correlation	1	0.301
	Sig.(2-tailed)		.034
	N	50	50
JOB SATISFACITON	Pearson correlation	0.301	1
	Sig.(2-tailed)	.034	
	N	50	50

The table shows that job stress have significant relationship with employee's job satisfaction at the value 0.034 which is less than

REGRESSION:**Model summary:**

Model	R	R square	Adjusted R Square	Std. Error of the Estimate
1	0.316 ^a	0.095	0.81	1.068

Predictors: (constant) Job stress

Dependent Variable: Employee job satisfaction

The model shows that the correlation between the independent and dependent variables represented as R is 0.316. The constant of determination that show however the variables area unit deviated from the line that has the worth of zero.095represented as R Square. The adjusted R square value is 0.081

ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig
1. Regression	6.066	1	6.066	5.318	0.25 ^b
Residual	54.754	48	1.141		
Total	60.820	49			

Model	Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1 (constant)	2.045	0.465		4.393	.000
	0.325	0.141	0.316	2.036	0.025

a. Dependent Variable: job satisfaction

COEFFICIENTS:

Dependent variable: Job satisfaction:

The table represents that there is significant relationship between job stresses and job satisfaction. The significant level is 0.025. There is a positive relationship between job stress and job satisfactions. The table shows a positive values. The worth of the F must be higher than 5. The value of f is 5.318 that is greater than 5. The value of adjusted R square is 0.095. The level of significance is 0.025. The results are justified.

CONCLUSION

.The intention of the study specializing in determine the influence of job stress and job satisfaction among the automobile staff. In manual laborer feel stress on their job and staff are low glad their work then the presentation of automobile staff are going to be settled. This is often vital for organization got to staff and convey them the rich atmosphere and glad and fulfill their desires.

The study specialize in established staff of industry square measure glad their job and feels stress of their job. The performance of the car trade dependents upon the staff. Organization want enhancing the performance of the employer's management should coaching to manage over the strain and attain the high position of the task satisfaction. The operation ought to provide the friendly and important tract for the staff. The operation got to increase the compensation etc. square measure useful to extend the position of the task satisfaction.

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