

# Job Stress Among The Employees Of Organization Using Rtool

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**Abstract:** Job stress is increasingly become a pestilence in the work environment. The stress means no-balance between the emotional and mental levels of individual. The reason of Stress out because of various external and internal factors, makes a periphery, it affects not only that person but the people they are surrounding us. We observed In recent times is that the levels of stress are increasing the speed in the organizational working frame. Researchers are curious to find out the all parameters resulting in creating stress of the organization among the all employees and in a same way to this they are also finding various techniques to minimize the stress levels so they increase productivity. The main focused on the employee's allover mental and physical condition. This research paper study is done to collect and represent the reviews of the various researchers. The paper is based on secondary data that we collect from various publishers and online sources like video and website. The study will be able to give a solution for the most factors and also responsible for the creation of stress and different techniques which are used to minimize it.

**Keywords:** Stress, Job consistency, Job Satisfaction, Productivity, performance.

## I. INTRODUCTION:

Stress occurs because of inequality between individual's ability to work and situational demand. Definition (in simple word stress is a pressure or tension that can affect directly to our thinking person goes to depression, what to do or not do in that particular situation.)

The Stress is a sometime negative and positive. It can be positive in that situation which will offers an opportunity to earn something and motivator for employee performance, it acts same as a negative when a person can deal with social, emotional, organizational and physical problems, person will stop his thinking when he is in the stress. And now we can't even think life without stress on both the side that is for employer and as well as the employees. Stress is a universal element

,there is no one who can relieve from stress but the reason is different and persons from almost every organization have to face stress. Nowadays Employers are

critically analyzing the what is stress issues that directly effect on job performance of employee originating from ultimately high turnover affecting organizational goals & dissatisfaction. The aim of the research is to find out what kind of impact of job stress among employees' work among staff of organization compare to other employee of a organization the study was included with some questionnaire as the primary data collection instrument. The results show that what kind of impact of job stress on the productivity of employees. In addition, there is also impact of job stress on employees' work commitment. When higher level of stress exist with no concern for solution consequently lowering the employee performance staking organizational reputation and skilled of employees loss, these situations call for immediate concern from organization management for employing effective stress management practices to increase employee satisfaction and overall employee performance and that will helpful to organization also. It was needful that we measures the way or solution and also management to minimize the effects of job stress on permanent basis.

### A. Problem's Research:

Researchers over time have spent much time and effort to find out the issue employee can face it can be physical or emotional or related to organization and it can be imbalance relation between employee satisfaction and job performance, as organizations want their all employees to be productive(improve performs) as well as to be satisfied. In a job-related context, the job satisfaction represents the employee passionate about work and the performance is can be defined in terms of level of employees, is employees work beneficial to organization and also what is contribution of employee to achieve the organizational goals. Job satisfaction is one of the happiest moment or positive emotional resulting state of what kind of efforts can employee take to achieve the goals. Previous various researches showed that employee job satisfaction affects Ultimately job performance, which means you increase job satisfaction that will give confidence to increases the job performance. Consequently, there the need to express the impact of job stress on employee's productivity and commitment. We Observe the organization culture and present lifestyles, there are various queries as well as

arguments has come in the mind of researchers. It is important to understand what the factors responsible for a stress are and what related angles to it are. The main aim is what are the technique, factors related to it and how to manage them we will display to world so who are in stress they can apply those technique.

#### B. Literature Review:

Observing the culture of corporate world and today's people lifestyles, various questions and arguments have come in the mind of researchers. It is important to have an overview of it (stress) & understand the factors that are responsible for a certain thing and the related angles to it. The aim of the present study is to represent the research work so far that has been done in the field of job stress, its issue, impact, solution and related factors to it and things to manage it. 1. Asim Masood (2013) has collected the study material on impact stress of job as well as employee. In his study the main thing was to verify that is it really any kind of impact of job stress over employee emotionally and organization consistency.

We found that with the help of regression analysis, t-test, and ANOVA technique employee should do work with full energy and consistency, passion, determination to reduce stress.

2. Angweling (2014) has done a research on demands and satisfaction for various employees of bank in Kota Kinabalu Sabah. The main objective was to find out the relation between satisfaction of bank employees and demand in Kota Kinabalu Sabah with the help of regression analysis, frequency test and Cronbach alpha reliability test and he found that if the demand is high from organization the employee job satisfaction will be less. In addition there is also impact of job stress on employees' work commitment. When higher level of stress occurs with no managerial concern for solution consequently lowering the employee performance affects the organizational reputation and skilled employees' loss, these situations call for immediate concern from organization management for employing effective stress management practices to increase employee satisfaction and overall employee performance and that will be helpful to organization also. 3. Bindurani r.s (2014) has done a research on psychological stress of Pakistan banking sector and the main objective was to review the psychological stress and professional efforts in Pakistan the banking sector.

It can be done with the help of t-test methodology. Researcher found that the one thing that reduces job stress in employees is social support. 4. Bushara bano (2012) has done a research on role of organizational stress of various public and private sectors employees. The objective was to review the difference in how far stress levels will rise in between public and private sectors employees with the help of ANOVA test methodology, t-test he identified that both employees of public and private sector bank have stress in extreme level. Claudia Neptune 5. Bindurani r.s (2014) has done a research on professional stress in Pakistan's banking sector and the objective was to review the professional stress and professional efforts in the Pakistan banking sector of with

the help of t-test methodology. Researcher found that social support reduces work stress in employees. 6. Praveen tomar (2013) has done a research on increasing stress in the Indian bank scenario and the main objective was to investigate about the knowledge of stress management and the strategies to handle the stress of employees of banks with the help of chi square test methodology he examined that to changes in technology for adapting the knowledge the stress of the bankers is increasing day by day. 7. Khurram Zafar (2012) has done a research on a difference of job stress level of permanent employees in private and public sector banks and the objective was to express what kind of differences in level of job stress of permanent employees in public sector and private sector banks. With the help of t-test methodology it is being reviewed that level of stress is same in all bank employees.

#### C. Objective of the study:

- What kind of problems he face during the stress. To evaluate its effects on employee's Performance. To Find out What kind of impact of a job stress on employees.
- To find out the impact of stress can affect work of employees.
- Does job stress have an impact on employees' commitment.

## II. METHODOLOGY OF THE STUDY:

#### A. Primary Data:

We collected the primary data from various types of websites and after reading 10 stress related research paper on internet and also have consulted articles in different internet related websites, research and journals.

#### B. Secondary Data:

We collected the secondary data through structured information as well as questionnaires of various employees of company's

#### C. Sampling Design:

5 company's Sample of 10 employees working in organization.

#### D. Data Collection:

Research methodology used in present study is the questionnaire based survey of one of the finest company. The questionnaire was collected on the basis of taking employee review on stress.

#### E. Data Analysis

Study area includes following employees of 7 companies' which is deliberate sample:

**F. Rtool:**

it can support programming language r, by using rtool it support several feature like debugging, plotting ,remote execution we take reviews of employees on stress and plot graph using different questionnaires. rtool have many function that we can use to plat graph like color, main title, border.

**1) Q1.AGE of employee**

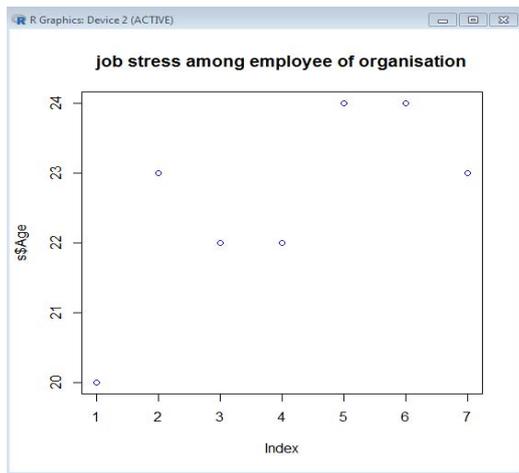
22-25

26-30

30-40

40-50

50-60



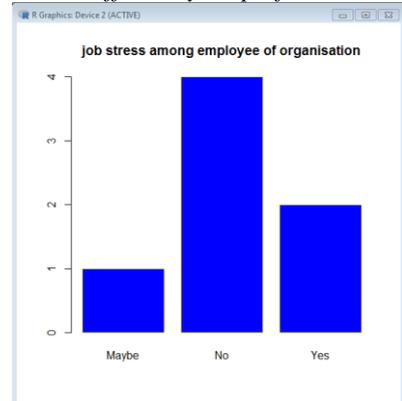
Today Age is considered as one of the most important criteria particularly while conducting the survey method it is better to see the respondents Age- wise, the respondents were categorized on the basis of their Age criteria.

**2) Q2.How many times you feel stressed**



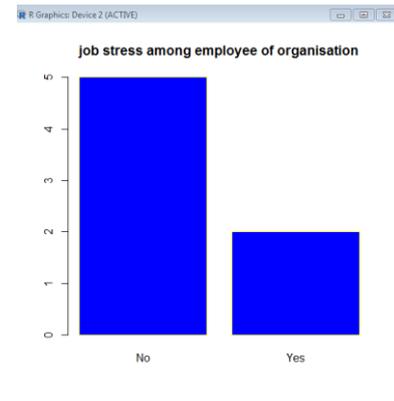
This fig shows the employees stress level that they how many time felt stress during the work, its 20% people felt stress always,40% never and 40% sometimes..

**3) Q3.Do stress affect to your performance**



This fig shows the stress level of employees ,20% employee people don't know about the performs,50% say no,30% yes.

**4) Q4.Does your organization help you to get over it from stress**



This fig shows the level of stress employees Organization support is very imp when employees in the stress, 70% people say no, 30% people say yes.

**III. NATURE OF STRESS**

stress is complex but not for every employees, some of them will work more consistency when dead line is there performs will increase.it is not necessary that stress will come because of interaction between an individual and the environment, its depended on that person ,everyone's behavior, thinking is different so the reason of stress also different. If the stress because of work load, it will produces emotional strain it affect person's physical and mentally. Stress is caused because of pressures in that particular situation,

Stress can make the employee or person unhappy also its surrounding area. The cost of too much stress on its self-employee, organizations, and for the surrounding area is high.

#### A. *Impact on the Organization of Stress:*

in Starting a person finding new job would likely to be very stressful in that person is fresher(don't have any experience), the person can't handle the pressure of workload, uncomfortable with the boss or colleagues don't know them and it takes time to understand process and work.

On the other hand, a person entering an area of work where he/she has so many competitor, if employee wants to stay in company, they work hard for achieve goals of organization. Work in team, supported by their colleagues, be familiar with them and gain experience. The changes as challenging than stressful. Stress for the employee can directly impact on the organization environment and morale, sometime financial. when employee can't handle the pressure it result in negative stress but pressure and stress on a high level on that point person can't think more there may be both mental and physical changes can occur some of the outcomes like an organization may dissatisfaction or employee turnover, reduced performs can effect on productivity and employee consistency.

#### B. *Impact of Stress on Productivity:*

An employee's performance depends on three factors which ability to do the work, what kind of effort you take and support given to that person by other teammates. The progress of employees is also depending on these three factors. Performance is low or decrease if any of these factors are reduced or absent in employee. Performs also depend on this what quality of work or production

Employee doing. Productivity is it can be measured after output comes. Included work schedules, place of work, job security in stress is not necessarily to loss of confidence, consistency or decrease of performs some people work well or performs increase only when Under a little stress and they are more productive when a deadline come close. Mathis and Jackson (2000) they examine considering the cost of the resource they took to do the work. They measure the Job done of productivity on the basis of the quantity and quality. Steers (1991) stress is of the opinion that is useful standpoint to consider several forms of productive behavior that are result in what kind of changes in the employees' behavior. Thompson and M.C. Hugh (1995) are of the opinion that when is stress regarding the workplace, as per his research the stress is happen because things are have to do beyond the comfort zone that can affect the persons thinking also it can be physical, emotional, or because of workload, where internal or external factors push the individuals capacities beyond his or her limit to complete the thing.

#### C. *Employee Commitment*

Employee commitment has examine in different ways (Mowday, Porter, & Steers, 1982; Reichers, 1985). Meyer and Allen (1994) state that employee commitment is a physical state that show the characters of the employee's relationships with the organization. That impact on the decision to continue membership in the organizations.

#### D. *Sample Description:*

We take 08 respondents, 5(72.5%) were male 3 (27.5%) were female. The age of the participants ranged from 21 to 60, with an average of 40 years. The educational levels of the participants were: PHD/MBA is 2 (5%), B.Sc. is 4 (20%), and M.Sc. is 1 (62.5%). Also, the Years of Service of respondents: 5 persons representing (72.5%) of the respondents have worked in the institution below five (5) years, persons representing 27.5% of the respondents have worked between 03–06 Years and the remaining 1 persons representing 25% of the respondents have worked in the company between 02-05 years.

#### E. *Solution of employee stress:*

Employees have a ability to maintain their good health, to be emotionally strong and reduce the level of stress.

There are different ways to do this that are given below:

- Be relax while working, absorbed the pressure.
- take short break,
- Communication is most imp factor, if you are in stress in that situation you don't speak to your partner or team mates you never got a solution of it.
- Understand the work stress according to that plan your work.
- Organization assigned the work according to employee's capabilities and performs.
- Provide opportunities for employee on social interaction.
- have well schedule that make perfect balance between demands and responsibilities outside of company(family)
- Eat healthy snacks in office as well as home.
- in office there having a one place where employee can communicate with other member or do some activity is very imp.

#### IV. CONCLUSION

The studies and all the review has taken from employees of different age and factors related to it.

the stress blow emotionally on a person life and its surrounding area.

Efforts are being made to find a way to reduce it and overcome it. The further research will surely be helpful to unleash the various techniques to reduce the stress so it can be helpful to employee to handle the stress.

The Conclusion of our study show that the majority employees are because of work load or deadline of work in the organization.

Most of the employee don't know how to deal with that situation.

During our research 45% employee are in the stress because of work load,25% are emotionally,10% physically and 20% because of other.

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