Whether Workplace Stress Leads to Employees Dissatisfaction and Turnover (A Study of PG College of Sidhi and Singrauli Region)

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Abstract
In this era of globalization every organization is striving to reach zenith of the success. For this purpose they confer tremendous pressure on their workforce resulting in stress for individual working in organization. In this paper we have attempt to explore where there is any relationship of employee turnover and organizational stress. The paper further studies the various factors responsible for organizational stress. The study was carried out in the PG colleges of Sidhi and singrauli region. The study has a sample size 111 and analysis was carried by SPSS version 20. The study showed a positive correlation between employee’s turnover and workplace stress in most of the cases whereas in some cases it was also witnessed that the a small level of stress resulted in improved performance of employees leading to less turnover and improved performance. Hence we can say that a desired degree of stress leading to better prospects for both firm and employee and vice versa.

Keywords:-Organizational stress, dissatisfaction, employees turnover.

1. Introduction to the Topic
Workplace stress is common phenomenon in today’s context. Stress affects most people in some way (Burton, 2007). Every organization is facing such problems which have affected employee job performance. The paper tries to studies whether workplace stress leads to employee’s dissatisfaction and turnover among PG college’s employees of sidhi and singrauli region. At the same time it also attempts to investigate affiliation between workplace stress amplitude and job performance.
The organizational stress results in multiples dissatisfaction among the employee. There are many forms of stress which affects the behavior and psychology of the people. (adam et al, 2003) On the basis of research evidences on all the stress experienced in individuals’ life, job Stress is the leading causes of stress which is docile at the workplace (Seyle, 1976 Lazarus and Forkman’s, 1984, Luthan, 1985, Bakare, 1986, Watts and Cooper, 1992, Jones and Bright, 2001 and Oke, 2006). Stress have a great impact on personal and Organizational health (Lee, 2011) leading to dissatisfaction and finally the turnover.

There are various factors responsible for job performance some of them which are used in the study is job fit, Fair Remuneration, work environment, job security, and personal problems and work pressures.

Holland’s theory of job fit stated that people are happier and more successful in their work when their personality matches or fit with the characteristics of the organization (Holland, 1985). Hence the job satisfaction or job fit serve as base for higher employee’s performance.

If an employee is not paid fairly its will results in counter productive work behavior in which he will engage himself into theft, sabotage, verbal abuse, withholding of effort, lying, refusing to cooperate and physical assault (Penney and Spector, 2005). Certain working conditions, such as excessive workloads and conflicting expectations, are stressful and negatively affect most employees (siti et al, 2013).

2. Outcome of Literature Review
Organizational stress leading to two outcome dissatisfaction and better performance if better performance the employee will with the organization and if dissatisfied may lead to employee turnover.

2.1 Objectives of the Study
The objectives for our study are as follows:-

- To list out the organizational stress variables in educational institution of sidhi and singrauli region.
- To analyze the affiliation among organizational stress and employees turnover.
- To analyze the role of organizational stress in employees turnover.

2.2 Research Methodology
As far as method is concerned, we preferred questionnaire or face to face meeting to ensure accurate information and encourage frank response to questions.

While framing the questionnaire, we tried to list a series of question, which could elicit the needed information for proposed study. Questions, which were of no particular value for the study objectives, were not included. We also tried to keep in mind the respondents’ understanding capacity, ability to recall the information and his experience limits.
2.2.1 RESEARCH DESIGN
The study is based on primary as well as secondary information so we have taken Descriptive research.

2.2.2 SAMPLING METHOD
The sampling method which we have used in our research was Snowball Sampling.

2.2.3 SAMPLE SIZE
The sample size was determined using Krejcie and Morgan (1970). Based on Krejcie and Morgan (1970), for a population of 210, the sample size required is 111.

2.2.4 SAMPLE LOCALE
We have conducted our research study in singrauli and sidhi (M.P.)

2.2.5 TOOLS FOR DATA ANALYSIS
- SPSS (Statistical Package for Social Sciences)

3. Analysis and Result
The data analysis was analyzed using Statistical Package for Social Sciences (SPSS) with 20th versions. The reliability each item of the components of the collectivism model was assessed by using Cronbach’s Alpha coefficient. Then the data were computed using correlation analysis to determine the factors that may be the determinant of employee’s turnover. Based on the distribution of the respondents’ gender, it was found that 43 of the respondents (38.3%) were female and majorities 68 of the respondents (61.7%) were male.

it was found that 22 respondents (20%) were in the age group of 23 to 28 years old. Besides that, 38 respondents (33.9%) were in the age group of 29 to 34 years old. Another 17 respondents (15.6%) were in the age group of 35 to 41 years old. In addition, 14 respondents (12.8%) were in the group of 42 to 49 years old and the other 20 respondents (17.8%) were in the group 50 years old and above. Tenure of services of respondents, it shows that 22.2 percent of respondents have been working for three years and below. Besides, 32.8 percent of respondents have been working for four to eleven years. In addition, 10.0 percent of respondents have been working for twelve to nineteen years. Another 13.9 percent of respondents have been working for twenty to twenty seven years while 21.1 percent have been working for twenty eight years and above.

On analyzing the various the factors of workplace stress that leads to employee dissatisfaction and turnover, we find that highest average for the organizational stress factors is organizational role (M=4.71, SD=.83). The second highest mean is work environment (M=4.65, SD=1.04), followed by compensatory issues (M=4.06, SD=.78) and personal problem with a mean score 3.27 (SD=.69). Then, the lowest mean for the factors of workplace stress is overall career development and advancement (M=3.16, SD=.86).
For analyzing this data we have used Pearson correlation analysis to determine the factors of workplace stress to find the affiliation between employees dissatisfaction, turnover. The information presented in the table below shows the results that indicated the factors that contribute to the workplace stress among the respondents.

<table>
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<th>Organizational stress</th>
<th>r  = .616</th>
<th>r  = .263</th>
<th>r  = .896</th>
<th>r  = .884</th>
<th>r  = .763</th>
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<td>2-work environment</td>
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<td>3-compensatory issues</td>
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<td>4-Personal problem</td>
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<td>5-career development and advancement</td>
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<td>Employees turnover</td>
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Based on the findings of the study, a model that describes the results of finding
Table showing relationship between organizational stress and employees’ turnover.

4. Discussion
On basis of findings of data analysis organizational role is said to the most crucial factor that influences employee’s behavior leading to employee’s turnover. This is because the highest mean for the organizational stress factors is organizational role (M=4.71, SD=.83). This also signifies that the organizational role is most important factor which the employees of singrauli and sidhi are looking or the decider of tenure of the jobs. Employees having equal responsibility and authority relationship tend to be more satisfied with job and having low level of stress.

The second factor of organizational stress which may leads to employee’s turnover is work environment. The average score of this factor is 4.65. Human beings in an organization leave for longer time if the culture, work ethics and environment is fairly contributory to his personality. If there is favorable work environment in the organization the employee will perceive a sense of responsibility and belongingness within himself.

The third factor is compensatory issues. The mean score is 4.06 and SD is .78 which depicts that the people who perceive themselves as a fairly paid would be with the organizations for long time. There are mainly two things that the employees take into consideration, the first one is they make comparison with the people of same position of different organization and the second is they make comparison of pay according to their responsibilities that are facilitated by the organization. Majority of respondents also thinks as reasons for employees’ turnover. Also discussing further we consider that these issues are mainly with employees of less experience not with the experienced employees.
There are some factors important other than above three. The four factors of organizational stress is Personal problem. People have some personal issues which also lead to turnover. The factor has mean of 3.27 and SD = .69 which depicts that one of the important factor leading to less interest in job place which finally results in employees turnover. Some of the issues are imbalance with work, mismatch between required skills needed to perform job, family problems and many more which directly or indirectly affect employees performance leading to turnover.

The final factors of organizational stress proposed for the study is career development advancement. The factor has mean of 3.16 and SD = .86 which depicts that one of the important factor leading to employees turnover. With the help of finding it can be concluded, employees value organization which provides greater career opportunity. Employees like organization that values their effort in the organization. Employee’s turnover is likely to be high if employee cannot see clear channel for advancement and career development. Employees which are midway of their career take this as an important factor for their context. Employees which are not able to fulfill this factor will have concern, anxiety, or frustration for the individual. This will also become a reason for stress. Job insecurity also works as source of work stress and finally leads to employee turnover.

5. Conclusion
The result indicated that organization role was the main factor contributing to organizational stress and employee’s turnover. In this era of globalization and privatization, every organization had realized that employees would give cent percent only if the organization considers them as asset. The organization which clearly speaks about their responsibility that the employees have to undertake enjoys a success in each and every dimension. At last we can conclude that factors of organizational stress are contributory to the employee’s turnover. Going further we can also claim that employee’s turnover is a problem which needed to be addressed seriously as it is vital asset for organization especially in case of education institution in this Research area.

References


