

Effects of Occupational Stress and Coping Strategies on Job Satisfaction among employees

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ABSTRACT

The goal of this study was to discover the link between occupational stress, coping, and job satisfaction in employees. The study included 100 (50 male, 50 female) employees from various occupations ranging in age from 25 to 60 years. The following scales were used: the Shukla and Srivastava New Job Stress Scale, the Hamby, Grych, and Banyard Coping Scale, and the Minnesota Satisfaction Questionnaire. The data was analysed using Pearson's correlation. The study's findings revealed a positive relationship between coping and job satisfaction, but a negative relationship between occupational stress and job satisfaction. The gender difference in coping and job satisfaction was significant, but not in occupational stress.

Keywords: Spirituality, gratitude, demographic variables, students

Extreme stress, restrained decision-making latitude, a loss of records, terrible control, and excessive needs result in occupational stress. In latest decades, workplace pressure has grown to be a sizable, complex, and high-priced issue. According to the International Labor Organization (ILO), globalisation and the worldwide monetary extremity have had a sizable effect at the employment terrain, acting in a boom in call for in addition to pressure and affiliated troubles. In the United States, eighty-three percentage of people are tormented by workplace related stress. Job dissatisfaction, hand development, dropped effectiveness, illness, and certainly demise end result from the regular stress to carry out at height conditions. The pressure-inflicting elements are-many openings for development because of the excessive fee of hand development. Hand morale and organisational subculture are impacted through a loss of participation in reviews affecting their paintings, late blame for system failure, and issue in cooperation because of the fluid and non-concerned nature of job. In a examine on job pressure amongst records structures professionals, people pronounced passions like frustration, delight in accomplishments, overwhelm, anxiety, and not unusual place pressure signs like dropped energy, anxiety, muscle stress, headache, belly derangement, bad thinking, and wakefulness, indicating each wonderful and bad items. Workers' pressure troubles have been bandied at agencies which might be continuously introducing new generation and pc software program into the plant. As occupational pressure styles with inside the organisation have improved, colourful

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handling techniques research to be powerful in managing pressure. Guidelines for precluding occupational pressure are passed through the National Institute of Occupational Safety and Health (NIOSH). According to a few experts, coping strategies assist people ameliorate their pressure rigidity. This is executed to reduce the stressor's items at the body. Companies that deliver heartiness programmes to their people have a aggressive gain of their operations over their challengers. Reduced hand absenteeism, improved hand tone-regard and process pleasure, improved organization productivity, improved retention of in large part professed staff, bettered aggressive gain, bettered hand fitness and healthful existence choices, and bettered organisational person because of its dedication handy well-being are only a number of the several troubles. Workers who use powerful pressure handling mechanisms, comparable as preserving a wonderful station at job, are extra effective and revel in decrease work stress. This lets in administrators to don't forget accurate operation fashion through incorporating pressure operation programmes and furnishing fitness and heartiness programmes to their people, so that it will have multitudinous advantages available process pleasure, collapse, process pressure, and inner fitness problems, in addition to common organisational effectiveness. Numerous research display that implementing a complete pressure operation programme advantages a extensive variety of organizations and individualities in lots of organisations. Low stress and job existence stability have a sizable effect on organisational productivity, enterprise development, and new enterprise openings. Directors and directors who use a powerful operation fashion can effect their people to attain their complete eventuality and boom enterprise productivity. According to colourful experts, a wonderful relationship mong employees and directors has a sizable effect on stress conditions and job satisfaction.

Job dissatisfaction is irritated through work pressure (Lambert et al., 2018; Joshi et al., 2015). This announcement is supported through Rehman (2012) and Chang-Yang (2015), who declare that the connection among stress and job satisfaction is basically antithetical. Trivellas (2013) and Gyamfi (2014) carried out research for scientific and police services, independently, and got here up with analogous findings. WS become additionally criticized for bad troubles like job dissatisfaction, cerebral torture, collapse, and plans to leave (Jung & Yoon, 2014; Yeung, 2009).

Need for the Study

To apprehend how conditions of occupational pressure and handling techniques impacts and hand's process pleasure. Every hand faces special conditions of occupational pressure and acclimatize special handling techniques to cope with the same, this examine will assist in prognosticating the location of process pleasure in people.

METHODOLOGY

Aim-

The goal of this takes a look at is to evaluate the effect of occupational pressure and coping techniques on process delight amongst personnel.

Objectives-

1. To take a look at gender variations in degree of occupational pressure, pressure coping techniques and process delight amongst personnel
2. to degree the connection among occupational pressure, coping techniques and process delight
3. to take a look at occupational pressure and coping techniques as a predictor of process delight

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Hypotheses

H1 – There is a terrible correlation among occupational pressure and process delight.

H2 – There is a fine correlation among pressure coping techniques and process delight.

Sample

Size of sample - 100

Sex - Males and Females

Age- 21-65

Variables

Independent Variables – occupational pressure and coping techniques

Dependent variable- process delight

Tool Description

- The new process pressure scale via way of means of Abhishek Shukla and Rajeev Srivastava.
- Coping scale via way of means of Hamby, Grych, Banyard.
- Minnesota delight questionnaire via way of means of Weiss David, Gibson Dennis, Dawis Rene, Lofquist Lloyd.

Statistical Analysis

Descriptive and inferential statistics using SPSS.

Expected Outcomes

- There can be a terrible correlation among career pressure and process delight.
- There can be a fine correlation among pressure coping techniques and process delight.

ANLYSIS AND RESULT

Table-1 Represents the institution information of all of the 3 variables- Occupational Stress, Coping and Job Satisfaction.

VARIABLES	GENDER	N	MEAN	STD. DEVIATION
Occupational Stress	Female	50	53.44	10.46
	Male	50	52.82	7.94
Coping	Female	50	30.84	9.77
	Male	50	26.5	8.68
Job Satisfaction	Female	50	56.68	19.54
	Male	50	47.04	17.31

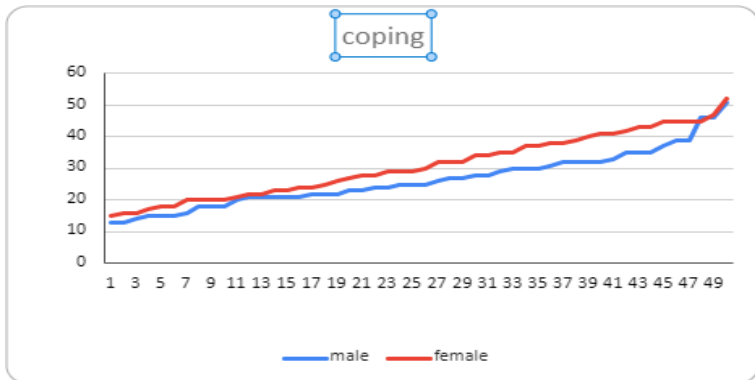
Table-2 Represents t-values of Occupational pressure and coping

VARIABLES	T-VALUE	DF	SIG (2-TAILED)	MEAN DIFFERENCE	STD. ERROR DIFFERENCE
Occupational Stress	0.33	91	0.74	0.62	2.52
Coping	2.32	97	0.02	4.34	1.09
Job Satisfaction	2.58	97	0.01	9.64	2.23

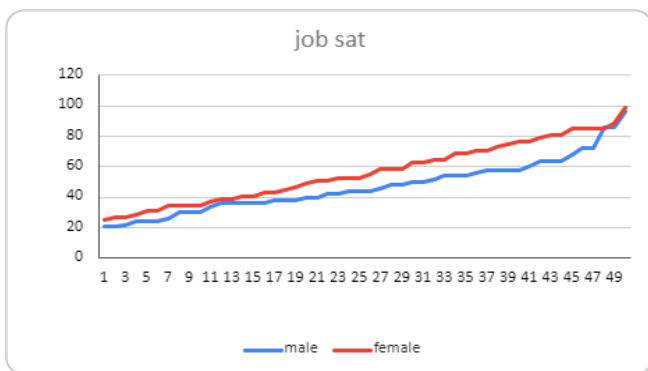
P < 0.05 is considered significant.

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Occupational Stress- The t-value is 0.33 with a corresponding value of P as 0.74 which is greater than 0.05. Therefore, there is no significant gender difference in occupational stress.



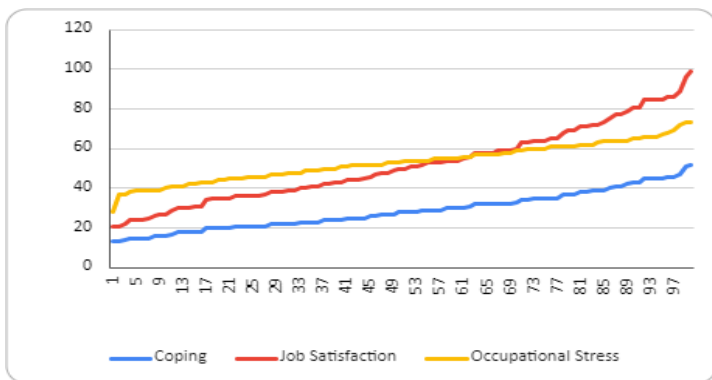
Coping- The t- value is 2.32 with a corresponding value of P as 0.02 which is less than 0.05. Therefore, there is significant gender difference in coping.



Job Satisfaction- The t- value is 2.58 with a corresponding P value as 0.01 which is less than 0,05. Therefore, there is significant gender difference in job satisfaction.

Table-3 Table 3 depicts the relationship between job satisfaction, coping, and occupational stress.

INDEPENDENT VARIABLE	Job Satisfaction (Dependent Variable)	N
Pearsons's correlation with occupational stress	0.80	100
Pearsons's correlation with coping	0.99	100



RESULTS

Table-2 indicates that there may be a enormous gender distinction visible in coping and process delight however no enormous gender distinction is visible in occupational pressure.

Table-three depicts fine correlation among coping and process delight however terrible correlation among occupational pressure and process delight

DISCUSSION

Occupational pressure widely relies upon on four factors, namely- paintings load (time associated pressure and anxiety), function expectation warfare, co-employee assist and paintings-existence stability. Every worker faces occupational pressure, it's the degrees of pressure that impacts an worker's process delight. Employees with excessive degrees of labor load and function expectation warfare have better degrees of occupational pressure and are much less happy with their process. While personnel with excessive degrees of co-employee assist and paintings-existence stability display decrease degrees of occupational pressure and are extra happy with their process. Women display fantastically excessive degrees of function expectation warfare and paintings load because of unequal pay, girls are promoted much less than guys, paintings over- load, their abilities are regularly questioned. Women additionally display excessive degrees of co- employee assist and paintings-existence stability due to their higher courting building, verbal exchange abilities and their capacity to hold to stability paintings and family. Coping from pressure consists of cognitive, emotional and behavioral techniques of coping with a situation. Employees with better degrees of coping can manipulate the pressure in higher approaches and display better degrees of process delight. While personnel with decrease degrees of coping can regularly fall for mal-adaptive coping techniques, which may get worse the case and display low degrees of process delight. Women display higher coping abilities than guys, as they display better degrees of emotional and behavioral techniques of fixing a problem. Women do essential wondering in an effort to make existence converting selections for a higher future. Women additionally display fantastically better degrees of process delight, girls emphasised intrinsic rewards, while guys emphasised extrinsic rewards.

CONCLUSION

- Occupational pressure indicates a terrible correlation with process delight.
- Coping indicates a fine correlation with process delight.
- Women display fantastically better degrees of coping and process delight
- There become no enormous gender distinction in career pressure.

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Conflict of Interest

The author(s) declared no conflict of interest.

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