

Impact of Occupational Stress on Job Satisfaction and Psychological Wellbeing

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Abstract: *The teachers of self-finance colleges have the same responsibility while comparing with the aided and government college teachers but the environment is entirely different. They are not getting proper salary and denying PF, ESI and many other benefits also. These teachers community has been ignored by the management. So the occupational stress of self-finance college teachers is more while comparing with the other teachers. This study attempts to investigate the impact of occupational stress on psychological wellbeing and job satisfaction. The study also identifies the various factors influencing the occupational stress among teachers of self-finance colleges. Descriptive research design used for this study and data are collected through structured questionnaire. Simple random sampling method is used to select sample of 103 teachers from different self-financing colleges in Kozhikode district, Kerala. To measure the psychological well-being of teachers 18 items were used utilizing six components (Self-Acceptance, Positive Relations with Others, Autonomy, Environmental Mastery, Purpose in Life, and Personal Growth) developed by carol Ryff. This study reveals that the occupational stress (work context, job content and organisational climate) has significant negative impact on job satisfaction and psychological wellbeing among teachers of self-finance colleges.*

Keywords: Occupational Stress, Job Satisfaction, Psychological Wellbeing, Work Context, Job Content, Organisational Climate.

I. INTRODUCTION

Stress is the abnormal reaction that the organism displays against threatening environmental elements. (Luthans, 1994). Stress, which is a general term used for pressure that people are exposed to in life (Jepson and Forrest, 2006). Occupational stress is one of the serious issues faced by employees in every organization. When the employees are not able to meet the demands of the work from the side of management then it leads to stress. Such stress also leads to some serious health issues. Occupational stress is considered as a major cause of employee grievances (Dhanabhakya, M., & Monish P., 2019). Occupational stress is also considered as the major reason for derailing employee talent (Dhanabhakya, M., & Sowmya, G. 2018). The pandemic have adversely affected the employees talent also (Dhanabhakya, M., & Sowmya, G. 2021)

Job satisfaction is level of happiness or enjoyment a person derived from his or her job. The job satisfaction is differ from person to persons because it's all about how they perceive job challenges , work environment, social environment, regular appreciation , competitive pay, career progression etc. Satisfaction is one of the factors of the overall efficiency of work performed, being configured as a result of the relation between what individuals actually get from work (in terms of salary, status, appreciation, etc.) and their projected results (Oana Alina Bota, 2013). The lack of a robust talent management structure also affects the employees (Dhanabhakya, M., & Sowmya, G. 2018)

Ryff proposed six key dimensions of psychological well-being: self-acceptance, personal growth, purpose in life, environmental mastery, positive relations with others, and autonomy. Self-acceptance refers to a positive attitude towards self by acknowledging and accepting multiple aspects of self and feeling positive about past life. The presence



of a good talent management affects the employees positively (Dhanabhakym, M., & Sowmya, G. 2021). The dimension of positive relations with others refers to the ability to build harmonious interpersonal relationships through affection, attention, intimacy, trust, and well-being in interactions with others. Next, autonomy means self-determination and independence, the ability to think and act on one's own accord, and strong self-control. Further, environmental mastery is the ability to manage the environment through familiarity with the surroundings and to make effective use of the environment or steer it towards a suitable context. Purpose in life is having goals and meaning in life, bestowing meaning on present and past life, and holding beliefs. Lastly, personal growth refers to the aspiration of continued self-development, to self-perception as a growing and expanding being, being open to new experiences, being aware of one's own potential, and expecting to improve overtime. (Jae-Geum Jeong , Seung-Wan Kang and Suk Bong Choi, 2020)

There are 798 self-finance colleges in Kerala and around 50000 staffs working in these colleges. The teachers of self-finance colleges have the same responsibility while comparing with the aided and government college teachers but the environment is entirely different. They are not getting proper salary and denying PF, ESI and many other benefits also. These teachers community has been ignored by the management. So the occupational stress of self-finance college teachers is more while comparing with the other teachers. Lower stress leads to better job satisfaction among employees (Dhanabhakym, M., & Monish P., 2021).

A fulfilled worker is a resource for any association to deliver great outcomes. Further, a portion of the exploration studies have shown that the efficiency of associations improves assuming the fulfillment level is high (Emil & Dhanabhakym., 2022). Occupational stress and job dissatisfaction are less in more agile workforces (Elanthi, M. B., & Dhanabhakym, M. 2021).

This study attempts to understand the impact of occupational stress on psychological wellbeing and job satisfaction. This study also investigates the various factors influence the occupational stress among teachers of self-finance colleges in Kozhikode district, Kerala.

II. REVIEW OF LITERATURE

(Jae-Geum Jeong , Seung-Wan Kang and Suk Bong Choi, 2020) conducted an empirical study on Employees' Weekend Activities and Psychological Well-Being via Job Stress: A Moderated Mediation Role of Recovery Experience. The survey data was obtained from 294 employees working in 15 manufacturing companies in South Korea. Weekend activities are favourably related with employees' psychological well-being, according to the research. The association between weekend activities and psychological well-being was discovered to be mediated by job stress. The researcher also discovered that recovery experiences mediated the association between weekend activities and job stress in a beneficial way. The study also discovered that the greater the amount of recovery experience, the larger the impact of weekend activities on job-related psychological well-being.

(Terry, Nielsen, & Perchard, 1994) conducted a descriptive study on Effects of Work Stress on Psychological Well-Being and Job Satisfaction: The Stress-Buffering Role of Social Support. 153 employees of a large public sector organisation were selected for collecting data. There was also some support for the proposed role of underutilisation of skills; however, contrary to expectations, the experience of quantitative work overload did not have a significant main effect on either psychological well-being or job satisfaction. There was evidence to suggest that, irrespective of the level of stress, levels of supervisor support had main effects on levels of well-being. There was also some evidence to suggest that the availability of work-related support (from one's supervisor) buffered the negative effects of work stress (role conflict and work overload)

III. OBJECTIVES OF THE STUDY

1. To understand the various factors influencing occupational stress among college teachers
2. To study the impact of the occupational stress on job satisfaction of college teachers.
3. To assess the impact of occupational stress on psychological wellbeing.

IV. RESEARCH METHODOLOGY

Descriptive research design was used in this study. The primary data for the study was collected among teachers working in different self-financing colleges in Kozhikode District of Kerala, with the help of a structured questionnaire. Simple random sampling method was used by the researcher to select a sample of 103 respondents. To measure the psychological well-being of employees, 19 items were used utilizing six components (Self-Acceptance, Positive Relations with Others, Autonomy, Environmental Mastery, Purpose in Life, and Personal Growth) developed by Ryff. The collected data are analysed using statistical tools like Factor Analysis, Correlation and Regression with the help of SPSS.

V. ANALYSIS AND INTERPRETATION

5.1 Factor Analysis

Table 1: Factor Analysis of occupational Stress

Factor Name	Statements	Rotated Factor Loadings
Work Context (27.25% of variance explained)	Sometimes I feel insecurity of being terminated	.856
	I am not well informed about the new assignments	.562
	I didn't get an ample opportunity to excel my knowledge and experience independently	.612
	I have very much dissatisfied with the monetary benefits received from the organization	.82
	My higher authorities not give any importance to my work and post	.862
	I have to do some other work that are no related to my post	.632
	I am not getting any support from the institution for my academic improvements	.521
Job Content (20.98% of variance explained)	I have to do lot of work regarding my job	.752
	I do work under tense circumstances	.778
	Sometimes I have to do work very fast that leads to workload	.882
	Some of my assignments are risky and complicated	.66
	I am not getting enough time to complete my portions	.782
Organisational Climate (13.65% of variance explained)	I have no proper communication and corporation with colleagues	.562
	I feel that working condition and environment is very bad	.626
	I have no proper communication and co-ordination with my higher authority	.521
	Sometimes I feel conflict in opinion with my colleagues regarding an organizational issue	.465
	I am feeling very bad when unnecessary influence from higher authority in my discretions	.892
	Sometimes I am afraid of taking actions against students because of some politics	.731
	I feel student's politics prevent me for doing my academic and non-academic work	.652
Sometimes I have to face misbehavior from the students	.623	
Total variance explained is 61.88%		

Source: Primary data

The researcher was extracted three factors named as work context, job content and organizational climate. 61.88% of total variance is explained by these factors. Among these three factors most influencing factor of occupational stress is work context.



The Impact of Occupational Stress on Job Satisfaction

5.2 Correlation Analysis

H01: There is no significant relationship between occupational stress and job satisfaction

Table 2: The relationship between Occupational Stress and Job Satisfaction

Dependent Variable	Independent Variable	Pearson's Correlation	Significance
Job Satisfaction	Work Context	-0.817	.000
	Job Content	-0.862	.000
	Organisational Climate	-0.781	.000

Source: Primary data

The above table shows that each factor of occupational stress has significant negative correlation on job satisfaction. Among them job content has highest negative correlation(-0.862) with job satisfaction. The significant p value is .000 (less than .05). Hence we reject null hypothesis and researcher conclude that three is significant negative correlation between occupational stress and job satisfaction

5.3 Regression Analysis

H02: Occupational stress has no impact on job satisfaction

Table 3: Impact of occupational stress on job satisfaction

Model	R square	Adjusted R square
Impact of occupational stress on job satisfaction	.683	.675
Predictor: Work Context, Job Content, and Organisational Climate Dependent Variable: Job Satisfaction		

Source: Primary data

The above table shows the impact of occupational stress on job satisfaction. The R square value in the table is .683 and adjusted R square value is .675. This means that occupational stress has 68.3% negative impact on job satisfaction.

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5.4 Correlation Analysis

H03: There is no significant relationship between occupational stress and Psychological Wellbeing

Table 4: The relationship between Occupational Stress and Psychological Wellbeing

Dependent Variable	Independent Variable	Pearson's Correlation	Significance
Psychological Wellbeing	Work Context	-0.72	.000
	Job Content	-0.698	.000
	Organisational Climate	-0.732	.000

Source: Primary data

The above table shows that each factor of occupational stress has significant negative correlation on psychological wellbeing. Among them organisational climate has highest negative correlation (-0.732) with job satisfaction. The significant p value is .000 (less than .05). Hence researcher reject null hypothesis and researcher conclude that three is significant negative correlation between occupational stress and psychological wellbeing



5.5 Regression Analysis

H04: Occupational stress has no impact on Psychological Wellbeing

Table 5: Impact of occupational stress on Psychological Wellbeing

Model	R square	Adjusted R square
Impact of occupational stress on Psychological Wellbeing	.551	.541
Predictor: Work Context, Job Content, and Organisational Climate		
Dependent Variable: Psychological Wellbeing		

Source: Primary data

The above table shows that the impact of occupational stress on psychological wellbeing. The R square value in the table is .551 and adjusted R square value is .541. Occupational stress has 55.1% negative impact on psychological wellbeing

VI. FINDINGS AND SUGGESTIONS

As per this study, the researcher finds that the major factors contributing to the occupational stress are work context, job content and organisational climate. Among these three factors most influencing factor of occupational stress is work context. This study reveals that the occupational stress (work context, job content and organisational climate) has significant negative impact on job satisfaction and psychological wellbeing among teachers of self-finance colleges. Among these factors work content has highest impact on job satisfaction and organisational climate has highest impact on psychological wellbeing. Majority of the factors that lead to occupational stress are related to the work context, job content, and organisational climate, so the institutions should take the required efforts to address these issues. As a result, only the institution may take steps to alleviate the stressors. The organisation can promote job satisfaction and psychological well-being of self-finance college teachers by minimising occupational stress.

VII. CONCLUSION

There are around 50000 employees working in self-finance colleges in Kerala, and their working conditions are exceedingly poor when compared to those employed in aided and government colleges. Around 700,000 students were enrolled in these self-financing colleges, and teachers' interests have to be preserve in order to provide high-quality education. So this study attempts to identify the various factors that influence the occupational stress and how these factors influence job satisfaction and psychological wellbeing. This study shows that the occupational stress (work context, job content and organisational climate) has significant negative impact on job satisfaction and psychological wellbeing among teachers of self-finance colleges

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