

A Predictive Analysis on Annoyance of Work Environmental Factors and its Impact on the Employees of Private organizations during Covid-19

K.A.Harish^{1*}, Dr.B.Jeya Prabha²

¹Research Scholar, School of Management, Vel Tech RangarajanDr.Sagunthala R&D Institute of Science and Technology, India

²Professor and Head, School of Management, Vel Tech RangarajanDr.Sagunthala R&D Institute of Science and Technology, India

*harishvtht@gmail.com

ABSTRACT

Stress and Stressors are common to any human being; it is a concern as it affects a person physically, psychologically and biologically. Stress is created at the workplace due to factors such as heavy workload, continuous working hours without proper rest, improper decision making, lack of proper leadership and above all, poor inter-relationship among all sectors. Continuous stressors result in deterioration of health affecting the health of the employee. They affect the well-being of the employees. These stressors harm the individual's productivity at the workplace which affects the development and the progress of the organization. This study attempts to highlight the stressors due to work environmental factors that play a vital role on the employees of the private organizations in the workplace. The tool that was carried for analysis was a structured close-ended questionnaire containing of 5 vital factors covering the scope of the study. They are categorized on a 5-point Likert-scale starting from a maximum of 5 points for Strongly Agree to a minimum of 1 point for Strongly Disagree. The data was obtained on a sample of 60 respondents belonging to employees of 5 private companies in Chennai. The findings obtained were examined using statistical techniques such as Mean, Standard Deviation, and t-Test.

Keywords

Work satisfaction, Work Environmental Factors, Depression, Anxiety, Work Ethics

Introduction

Stressors in the workplace affect the quality and the output of the employees and creates discomfort in the minds of them. Acute stressors such as low pay, communication chaos in the workplace, excessive and heavy workload, improper balance between family and work, poor peer relationships and financial stressors erodes the peacefulness of the employees working in private organizations. Stress of the employee fraternity disturbs the life both psychologically and mentally. It puts them in deep disorder of family and work. It is a combination and accumulation of unpleasant experiences, negative disorders and emotions such as no moral attitude towards anything, anger, anxiety, tension, frustration or depression. Preeti Pendharkar., and Rajshree Vaishnav. (2016)

Stress at the workplace has been subjected to a larger amount of research studies in the past but shows no development or enrichment on the outcome. Medical practitioners agree that continuous and extensive stress within a person would lead to a monotonous life cycle affecting the physical conditions of the body, which in-turn would tamper the physical health of the person leading to mental disorders and agony. Stress in the professional arena is recognized broadly and it was seen that their health was deteriorating mentally, compared to other similar professions. Prakash, B., Kundaragi., and Dr. Kadakol, A.M. (2015).

Statement of the Problem

A study to evaluate and investigate the key stressors due to work environmental factors that play a very decisive and an imperative role on the employees of the private organizations in the workplace becomes more necessary to resolve as it is those staff members who are part of the success of the overall productivity and the profitability of the organization. Research Studies on private employees stress over the last 4-5 decades portrayed the causes of stress at the workplace and also highlighted the impact of the same especially on studies related to the employees of private sectors.(Prakash, B., Kundaragi., and Dr.Kadacol, A.M.,2015).

Stressors that were commonly cited were heavy workload, poor management policies and procedures, lack of training and development of the newly recruited staff members, poor leadership qualities, improper chain of communication, poor peer relationship, failure to handle grievances, etc., Swaminath, P.S., and Dr. S. Rajkumar. (2013). This paper aims to highlight the importance of Work environmental factors that contribute to the productivity and the profitability of the organization and its impact that are faced by the employees at the workplace.

Objectives

- To identify the impact of stress due to work environmental factors of the employees who are employed in private organizations.
- To evaluate the quantum of work stress of the employees who are employed in private organizations and its impact on the overall satisfaction level due to work environmental factors.

Literature Review

PreetiPendharkar., and RajshreeVaishnav. (2016) in their study highlighted factors such as excessive workload, role ambiguity, poor inter-relationship among the peers, lack of respect and poor working conditions as the stressors affecting the employees at the workplace.

Prasad, K.D.V., Rajesh Vaidya., and Anil Kumar, V. (2016). ‘An Empirical Study on the Causes of Occupational Stress and Its effect on Performance at the Workplace of Supermarkets in Hyderabad’, Innovative Journal of Business and Management, 05(5), pp.89 –93 revealed the fact that 28.5% of the private employees are found disturbed and annoyed due to various and varied levels of work carried by them at the workplace.

Prakash, B., Kundaragi., and Dr.Kadacol, A.M.(2015). ‘Work Stress of Employee: A Literature Review’, International Journal of Advance Research and Innovative Ideas in Education, 01(03), pp.18-23 identified work environmental factors as the key stressor that create stress among the employees working in private organizations. The study concluded that 70% of the private employees are drained due to long working hours and hence found to lose energy levels.

Kayastha, R., Krishna Murthy, V., and Adhikary, P.R. (2013). ‘Identifying Occupational Stress among Executive Officers in Governmental and Non-Governmental Organizations of Nepal’,

International Journal of Evaluation and Research in Education, 02(3), pp.135-149 in their study revealed that 60% of the private employees face acute stress due to excessive workload, work ambiguity, abnormal working pressure and improper scalar chain of authority and responsibility.

Swaminath, P.S., and Dr. S. Rajkumar. (2013). 'Stress levels in Organizations and their Impact on Employees' Behaviour', BVIMR Management Edge, 6(1), pp. 79-88. In their study revealed that the women employees face significant stress in the workplace due to the various stressors, compared to their counterparts.

Mohan, N., and Ashok, J. (2011). 'Stress and Depression Experienced by Women Software Professionals in Bangalore, Karnataka', Global Journal of Management and Business Research, Global Journals Inc. (USA), 11(6) in their study revealed that the women employees face chronic stress which affects their family life very badly.

Research Methodology

The sample size, mode of data collection, Research Instrument, Sampling Techniques, Sampling frame and Statistical Techniques are shown below:

Table 1. Research Methodology

Research Methodology	Description
Sample Size	60 (30 from Manufacturing companies and 30 from Service companies in Chennai)
Data Collection	Primary Data, Secondary Data (Journals, websites and magazines)
Research Instrument	Close-ended Questionnaire
Statistical Techniques	Mean & Standard Deviation t-Test to compare groups
Sampling Techniques	Stratified Random Sampling Convenience Sampling

Table 2. Sampling Frame (N = 60)

Parameter	Target Audience	Sample size	Percent
Type of Industry	Manufacturing	30	50
	Service	30	50
Gender	Male	20	33.33
	Female	40	66.67
Age	Below 30	25	41.67
	30-49	35	58.33
Marital Status	Married	25	41.67
	Unmarried	35	58.33

Data Analysis and Interpretations

Table 3.Descriptive Statistical Analysis – To determine the intensity of Work Environmental stressors stirring the prosperity of the employees at the workplace – Sample size: N=60

Criterion	Mean	Standard Deviation
<i>The workplace is not maintained clean and tidy</i>	4.19	1.137
<i>The workplace is not equipped with proper and required infrastructure facilities.</i>	4.09	1.125
<i>The work environment is not supportive for growth and development.</i>	4.11	1.128
<i>There is biased attitude in allocation of Workload, Pay & benefits, Promotion, etc.</i>	4.17	1.134
<i>There is no independence in the workplace environment.</i>	4.17	1.134
Total	20.73	5.66

Interpretation of Results from Table 3

It is observed from the above analytical data that the overall Mean Value of the Work Environmental Factors stirring the comfort and the prosperity of the employees at the workplace is 20.73, which is 82.92% ($20.73 / 25 \times 100$). This clearly reveals that the Impact of Work Environmental stressors creating discomfort to the employees at the workplace is 83%. Among the five variables, the mean value is higher(4.19%) for the variable, ‘The workplace is not maintained clean and tidy’ and lower for the variables, ‘There is biased attitude in allocation of Workload, Pay & benefits, Promotion, etc.’, and ‘There is no independence in the workplace environment.’ As the mean values of all the five variables are above 4 (80%) out of 5, the Impact of work satisfaction of the employees at the workplace due to Work environmental factors is found to be more than the average.

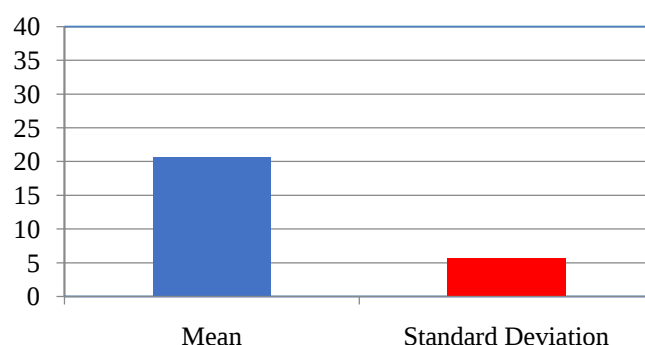


Figure 1. Mean and Standard Deviation of the Stressors stirring the stirring the prosperity of the employees at the workplace

Table 4.Independent Sample t-Test to test for significant difference between the Genders and the Work Environmental factorsstirring the prosperity of the employees at the workplace.

Criterion	Male (N=20)		Female (N=40)		t – value	p – value
	Mean	S.D	Mean	S.D		
<i>The workplace is not maintained clean and tidy</i>	4.25	1.160	4.33	1.171	0.251	0.91
<i>The workplace is not equipped with proper and required infrastructure facilities.</i>	4.20	1.151	4.26	1.163	0.242	0.038*
<i>The work environment is not supportive for growth and development.</i>	4.15	1.135	4.22	1.149	0.230	0.029*
<i>There is biased attitude in allocation of Workload, Pay & benefits, Promotion, etc.</i>	4.18	1.149	4.27	1.161	0.239	0.036*
<i>There is no independence in the workplace environment.</i>	4.01	0.911	4.17	1.135	0.226	0.024*
Total	20.79		21.25			

Interpretation of Results from Table 4

Regarding both the genders, it is observed from the above analytical data that the overall Mean Value of the Work Environmental Factors stirring the comfort and the prosperity of the female employees at the workplace is 21.25 and that of the male employees is 20.79. The Null Hypothesis is rejected as the value of *P* is lower than the

Significant Value (0.01 and 0.05) in 4 out of the total of 5 cases. The variable, ‘The workplace is not maintained clean and tidy’ whose mean value is 4.25 for the Male respondents and 4.33 for the female respondents has the highest impact on the discomfort of the employees due to the Work environmental factors at the workplace.

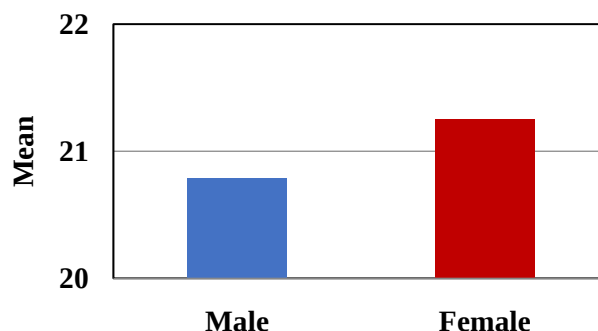


Figure2. Comparison of Mean values between both the genders on the prosperity at the workplace

Table 5.Independent Sample t-Test to test for significant differences in the workplace that are stirring the prosperity due to work environmental factors among the married and the unmarried employees.

Criterion	Married (N=40)		Unmarried (N=60)		t – value	p – value
	Mean	S.D	Mean	S.D		
<i>The workplace is not maintained clean and tidy</i>	4.30	1.168	4.22	1.157	0.234	0.91
<i>The workplace is not equipped with proper and required infrastructure facilities.</i>	4.25	1.163	4.17	1.135	0.226	0.026*
<i>The work environment is not supportive for growth and development.</i>	4.16	1.135	4.16	1.135	0.223	0.042*
<i>There is biased attitude in allocation of Workload, Pay & benefits, Promotion, etc.</i>	4.22	1.157	4.18	1.147	0.230	0.020*
<i>There is no independence in the workplace environment.</i>	4.15	1.133	4.00	0.910	0.201	0.040*
Total	21.08		20.73			

Interpretation of Results from Table 5

Regarding the marital status, it is observed from the above analytical data that the overall Mean

Value of the Work Environmental Factors stirring the comfort and the prosperity of the private employees at the workplace is 21.08 and that of the unmarried employees is 20.73. The Null Hypothesis is rejected as the value of P is lower than the Significant Value (0.01 and 0.05) in 4 out of the total of 5 cases. The variable, 'The workplace is not maintained clean and tidy' whose mean value is 4.30 for the Married respondents and 4.22 for the unmarried respondents has the highest impact on the discomfort of the employees due to the Work environmental factors at the workplace.

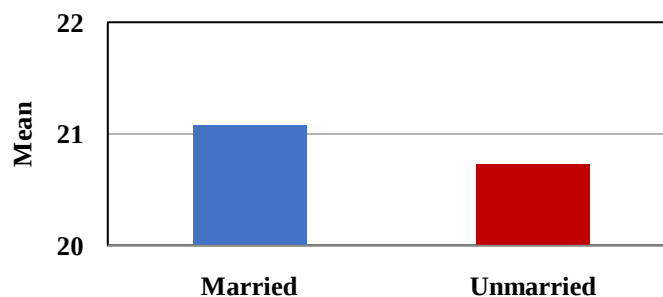


Figure 3. Comparison of Mean values between Married and Unmarried employees on the prosperity at the workplace

Conclusion

The results of the study indicate that the stressors caused due to Work Environmental factors to the private employees community employed in the workplace have a direct influence on their well-being. The study also exhibits the fact that the female employees are found more dissatisfied and unhappy than the male employees. Similarly, married employees are found more stressed than the unmarried employees. Research studies have proved physical and mental disorders in the behaviours of the people with such stressors. It leads a person to heavy risk and disorder, thereby creating too many unavoidable and dangerous diseases including heart related issues, mental disorders, depression, addict to alcohol/ drugs etc., These symptoms are the causes for the brain getting shrunk, gradually makes a person stupid, it impairs the memory and makes the person take wrong decisions. Abnormal stress corrodes and destroys the peacefulness in the mind and life of the people. It has a negative effect on their performance in their work. By and large, predominantly there's a myth that the employees working in private organizations are more stressed. The organizations can achieve high growth and productivity along with high profitability if the stressors are properly addressed and ensure the safety and the well-being of its employees.

References

- [1] Kavita Dua., and Veena Sangwan. (2017). Study on Stress among Female High School Teachers of Haryana. *The International Journal of Indian Psychology*, 04(2), 116-121.
- [2] Suganya, S., and Dr. Dunstan Rajkumar, A. (2016). Job Stress among Teaching Faculty –

A Review. *International Journal of Applied Engineering Research*, 11(2), 1322-1324.

- [3] PreetiPendharkar., and RajshreeVaishnav. (2016). Occupational Stress and Family Environment. *Stress and Family Environment Voice of Research*, 04(4), 27-30.
- [4] Prasad, K.D.V., Rajesh Vaidya., and Anil Kumar, V. (2016). An Empirical Study on the Causes of Occupational Stress and Its effect on Performance at the Workplace of Supermarkets in Hyderabad. *Innovative Journal of Business and Management*, 05(5), 89 – 93.
- [5] Dr. Jamal Akhtar., and Dr. Kushwaha. A.K.S. (2015). Occupational Stress Levels of Male and Female Employees in Public Sector Banks. *Indian Journal of Applied Research*, 05(10), 460-462.
- [6] NainaSabherwal., Deeya Ahuja., Mohit George., and Arjun Handa. (2015). A Study on Occupational Stress among Faculty Members in Higher Education Institutions in Pune. *SIMS Journal of Management Research*, 01(01), 18-23.
- [7] Prakash, B., Kundaragi., and Dr.Kadakol, A.M.(2015). Work Stress of Employee: A Literature Review. *International Journal of Advance Research and Innovative Ideas in Education*, 01(03), 18-23.
- [8] Sudha, J., and Dr. Karthikeyan, P. (2014). Work Life Balance of Women Employee: A Literature Review. *International Journal of Management Research & Review*, 04(8), 797-804.
- [9] Prathibha, K.M., MalarvizhiRavichandran., and Prisalta Johnson. (2013). Comparison of Occupational Stress in Teachers and Software Professionals - A Questionnaire Study. 03(4), pp.167-170.
- [10] Jayanthi,P.Nair., and Joseph,M.I. (2013). Correlates of Job Stress in Policing: A Comparative Study of Women and Men in Police. *International Research Journal of Social Sciences*, 02(11), 23-25.
- [11] Kayastha, R., Krishna Murthy, V., and Adhikary, P.R. (2013). Identifying Occupational Stress among Executive Officers in Governmental and Non-Governmental Organizations of Nepal. *International Journal of Evaluation and Research in Education*, 02(3), 135-149.
- [12] RadhaKantaGartia., and Sushana Sharma. (2013). Stress among Teacher Educators from Self Financing Colleges of Education. *International Journal of Research Pedagogy and Technology in Education and Movement Sciences*, 01(3), 221–232.
- [13] Swaminath, P.S., and Dr. S. Rajkumar. (2013). Stress levels in Organizations and their Impact on Employees' Behaviour. *BVIMR Management Edge*, 6(1), 79-88.
- [14] Vasantha, M., Santhi, R., and Deepalakshmi. (2013). An analysis of work stress among college teachers in self financing college, Perambalur District, Tamil Nadu. *International Journal of Business and Management*, 12(2), 8-12.
- [15] Kumari,K.T., Devi,V.R. (2012). Impact of Demographic Variables on Work Life Balance of Women Employees (with special reference to Bangalore City). *International Journal of Advances in Management and Economics*, 01(6), 226-229.
- [16] Sheel, S., Khosla Sindhvani, B., Shashank, G., and Sunil, P. (2012). Quality of Work

life, Employee Performance and Career Growth Opportunities. *Zenith International Journal of Multidisciplinary Research*, 02(2), 13-21.

- [17] Dayo., and Akintayo. (2012). Working Environment, Workers' Morale and Perceived Productivity in Industrial Organizations in Nigeria. *Education Research Journal*, 02(3), 87-93.
- [18] Dr. Chandrasekar, K. (2011). Workplace Environment and its Impact on Organizational Performance in Public Sector Organizations. *International Journal of Enterprise Computing and Business Systems*, 01(1).
- [19] Mohan, N., and Ashok, J. (2011). Stress and Depression Experienced by Women Software Professionals in Bangalore, Karnataka. *Global Journal of Management and Business Research, Global Journals Inc. (USA)*, 11(6).
- [20] Asraf Yasmin, B., Latha, R., & Manikandan, R. (2019). Implementation of Affective Knowledge for any Geo Location Based on Emotional Intelligence using GPS. *International Journal of Innovative Technology and Exploring Engineering*, 8(11S), 764–769. <https://doi.org/10.35940/ijitee.k1134.09811s19>