

Empirical Research on Organisations Employee Anxiety and Its Reflections on Employee's Organisational Competence

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Article Info

Volume 83

Page Number: 9657 - 9669

Publication Issue:

March - April 2020

Abstract:

This present research study deals with occupational stress at work spot among employees at Assosa University, Ethiopia, Africa. It also connects with effects of work spot stress on employees work related efficiency, cause of dissatisfaction with leads to get work spot stress. The coping strategies also prescribed in this research paper to reduce occupational stress and to promote employee's occupational efficiencies. The appropriate statistical tools like chi-square , one sample test , ANOVA , correlation analysis used to test relationship, association, influence of nine independent variables on 47 identified dependent variables such as employee opinion deals with occupational stress, cause of dissatisfaction and measures taken for reducing occupational stress. Results are discussed appropriately and facts are derived and given in orderly manner. Additionally, the researcher also identified and consolidated the reason for work spot stress and suggested the coping strategies to overcome the occupational or work spot stress. Research hopes that this research study is going to an helping tool to reduce stress at work spot and it also helps organisations to come out of struggle's happening out of stress. Conclusions were made by researcher and finally it is provided for enabling workforce to get an awareness to avoid stress at work spot and to improve their individual and organisational efficiencies

Article History

Article Received: 24 July 2019

Revised: 12 September 2019

Accepted: 15 February 2020

Publication: 11 April 2020

Keywords: *Employee Dissatisfaction, Employee Performance, work Stress, Coping Strategies.*

Introduction

No one can exclude from stress. Stress can be found with everyone, everywhere at all the time. It can be either physical or mental stress. But how we handle it there is a question mark. Many people know the consequences of stress and everyone always try to manage it but they failed because of so many reasons. Stress may arise due to personal and financial problems, poor work environment and poor relationship with fellow workers, superiors and so on. People working in an organisation like educational institution, IT sectors and in other sectors highly affected and they always want to come out of those stress. So the researcher feels it is important to go for an attempt to find the importance, important cause of work spot stress and its effect or impact. Therefore researcher conducted a research by identified problem, collected data by designing research questionnaire which includes four

segmented group of questions connects with demographical variables, employee opinion about stress at various view points, cause of dissatisfaction at work spot which ultimately cause stress, measures to be taken or suggested by researcher for reducing stress level among workforce at work spot. Researcher collected data from 75 respondents out of 200 employees from various faculties at Assosa University, Ethiopia, Africa.

The present study includes only the instructors and personal opinion about their work spot stress and its effect. Consequences of their work spot stress which reflects or reduce their operational efficiency or their personal efficiency. After data collection the responses were tabulated and data analyses were done with the available data with the help of Statistical software. Percentage analysis, Chi-square used to find connectivity among independent variable and

dependent factors, Correlation – Bivariate analysis used to test relationship, analysis of variance applied to check combined influence of Independent variable on dependent factors. Totally 20 employee opinion related variables, 13 variables connected with cause of dissatisfaction, 14 variables links with measures taken to reduce work spot stress were identified and used for the present study. Analyses were executed and hypotheses were proved out of derived statistical outcomes. The identified 9 independent variables were compared with dependent variables with the help of above statistical tools to arrive the facts and to prove the framed hypothesis of the present study.

Statement of the Problem

It is an hard task to provide solution for all kinds of stress. But certain measures can be taken and suggested to decrease stress to certain extent. Stress is a part and parcel of our day to day life. Still it is too difficult and even now there was no permanent solution to remove stress. Stress is an outcome which arises due to working conditions and due to their mind-set at work spot. Work spot stress relates with how the employees reacting with their work related problems. The past and present work atmosphere persuade me to identify and to accumulate the different reasons for occurrence of anxiety at work spot, to find possible solution to reduce work spot stress to achieve / to speed up the employee performance, organisational objectives and to increase the environment of healthy work spot. The effort is completed to identify problems of anxiety, its effect to identify, grab the possible solutions for organisational development.

Objectives of the Study

- To generate awareness about work spot stress
- To find cause and consequences of work spot stress on workforces and their performance
- To share ideas, thoughts on consequences/ outcome of work spot anxiety among others.

- To suggest possible coping strategies to reduce work spot stress among workforce.

Methodology

Initially the information gathered about work spot stress, Cause of stress and its effect from research questionnaire. Both primary and secondary sources were used to collect data with regard to this research topic. After data collection process the data's were entered in excel sheet then all those data's were exported to SPSS software Version 20. The Hypothesis were framed after confirming the statement of the problem. Data's were analysed by using SPSS Software. Then reliability study conducted to test the validity of data collection and to test the effectiveness of the questionnaire. The framed hypotheses were tested by Correlation bivariate method, t-test, and Anova and chi square test and so on to check and prove the assumptions. Finally facts were arrived and suggestions given to reduce stress and to improve the efficiency of the workforce and work spot capabilities.

Framed Hypothesis

- H_0 : No relationship among self-governing and reliant on variables connect with Employee opinion towards stress.
- H_0 : No relationship between self-governing and reliant on variables relates with reason for employees dissatisfaction
- H_0 : No relationship between self-governing and reliant on variables relates with Measures for reducing stress.

Limitations of the Study

Present research Study conducted only at Assosa University, Benishangul Gumuz region, Ethiopia, Africa. This research not includes any private or government college or university from Ethiopia. This Study concentrates only academic category not any other staff at Assosa University, Ethiopia. It is purely self-sponsored. In this research study, the period taken for data collection is about four months and data collected from teaching faculty members confidentially for getting exact views from staff members. Study

includes all department exists with Assosa University.

Anxiety and Work spot Anxiety

“It refers to a state of cerebral or sensitive strain or tension ensuing hostile and challenging conditions.”

“It defined as “a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs.”

“Physical or psychological disorder associated with an work environment and Expressed in symptoms such as extreme anxiety (Nervousness, worry), or tension, or cramps/ Pains, headaches, or digestion problems.”

“Work spot anxiety or stress connects with individuals task. Work Spot anxiety frequently branches out of unanticipated tasks and burdens which would not support with a one's familiarity, talents, or potentials, preventing individual's aptitude for survival.

Work pressure can rise after workforce feels if they are not supported or safeguarded by their managers/ administrators or contemporaries, or feel as if they not having enough controller over job developments.”

Stressors and Work spot Anxiety

“A stressor is a chemical or biological agent, environmental condition, external stimulus or an event that causes stress to an organism. An event that triggers the stress response may include: environmental stressors (hypo or hyper-thermic temperatures, elevated sound levels, over-illumination/ brightness, overcrowding)”

Reliability Study

Initially the reliability study was conducted to test whether the research questionnaire is appropriate to go for further data collection in a larger level. The reliability statistics checked with the appropriate number of samples and tested. The output derived from the input data and with reference to cronbach's Alpha value (81.7 %), it was concluded that the reliability of collected data is good and appropriate.

Results and Discussions

After confirming with reliability statistics, the frequency distribution table prepared and the data were grouped in appropriate manner and given below for the readers understanding:

Table 1: Frequency Distribution Table for Demographical Factors

1. Age	F	%	2. Gender	F	%
21 TO 40	69	92.0*	Male	57	76.0*
41 TO 60	4	5.3	Female	18	24.0
60 and above	1	1.3	Total	75	100.0
Total	74	98.7	4. Department	F	%
3. Marital Status	F	%	Business and Economics	29	38.7*
Married	20	26.7	Computer Science	2	2.7
Single	53	70.7*	Information Technology	1	1.3
Others	2	2.7	Engineering	4	5.3
Total	75	100.0	Natural Science	3	4.0
5. Income	F	%	Health	1	1.3
Less than 100000	56	74.7*	Computing and Informatics	19	25.3
Less than 200000	14	18.7	Public administration	1	1.3
Less than 300000	1	1.3	Agriculture	11	14.7
More than 300000	4	5.3	Social Science	3	4.0
Total	75	100.0	Animal Science	1	1.3
6. Experience	F	%	Total	75	100.0
Less than 1 Year	32	42.7*	7. Satisfaction Level	F	%
Less than 2 Years	16	21.3	Yes	39	52.0*
Less than 3 YEARS	7	9.3	No	36	48.0
More than 3 YEARS	20	26.7	Total	75	100.0

Total	75	100.0	9. Inadequate salary	F	%
8. Reason for Dissatisfaction	F	%	Top	35	46.7*
Inadequate salary and facilities	35	46.7*	Middle	27	36.0
Absence of adequate recognition	16	21.3	Bottom	13	17.3
Rigidity	11	14.7	Total	75	100.0
No scope for carrier development	2	2.7	10. Absence of Recognition	F	%
No comments	11	14.7	Top	25	33.3
Total	75	100.0	Middle	30	40.0*
11. Educational Qualification	F	%	Bottom	20	26.7
DIPLOMA	4	5.3	Total	75	100.0
UG	26	34.7	12. Rigidity	F	%
PG	44	58.7*	Top	20	26.7
PHD	1	1.3	Middle	38	50.7*
Total	75	100.0	Bottom	17	22.7
			Total	75	100.0
13. No scope for career growth				F	%
Top				13	17.3
Middle				30	40.0
Bottom				32	42.7*
Total				75	100.0

F – Frequency / Source: Primary source

Out of frequency distribution schedule it is observed that 92 % of the respondents are from the age group of 21 to 40. Out of total respondents, majority of the respondents i.e. 76% are male respondents. 70.7% of the respondents are bachelors, 38.7% of the respondents are register their responses from Business and Economics department. Most of the respondent's level of income is less than 100000 birr that is approximately equating to 300000 in INR and 42.7% of the respondents are experienced. 52% of the respondents are felt that they are satisfied with their job. In addition, 46.7% of the respondents felt that they are dissatisfied because of

inadequate salary and facilities exist with their work spot. 46.7% of the faculty members who are working at the top most position felt that the dissatisfaction arise due to inadequate salary and facility which leads to job stress. 40% , 50.7% and 42.7% of the respondents felt the stress arise because of absence of recognition , rigidity and no scope for career growth respectively. The correlation analysis bivariate method also used to check the relativity status of demographical variables and the results are given as follows for the readers understanding.

Table 2 : Correlation Analysis (Bivariate Method) On Demographical Variables

		Age	G	MS	I	JS	IS	AOR	R	NSFCG
Age	Pearson Correlation	1	-.079	.046	-.054	.136	-.124	.000	-.162	-.041
	Sig. (2-tailed)	0.000	.501	.698	.648	.247	.294	.997	.167	.729
	N	74	74	74	74	74	74	74	74	74
Gender (G)	Pearson Correlation	-.079	1	.149	-.193	-.040	.054	.008	.032	.189
	Sig. (2-tailed)	.501		.201	.096	.733	.647	.945	.785	.104
	N	74	75	75	75	75	75	75	75	75
Marital Status (MS)	Pearson Correlation	.046	.149	1	-.154	.090	.027	-.078	-.224	-.017
	Sig. (2-tailed)	.698	.201		.186	.442	.821	.504	.053	.888
	N	74	75	75	75	75	75	75	75	75
Income (I)	Pearson Correlation	-.054	-.193	-.154	1	.090	.170	.156	.128	.022

	Sig. (2-tailed)	.648	.096	.186		.444	.146	.182	.275	.854
	N	74	75	75	75	75	75	75	75	75
Job satisfaction (JS)	Pearson Correlation	.136	-.040	.090	.090	1	-.123	-.124	-.021	-.077
	Sig. (2-tailed)	.247	.733	.442	.444		.292	.287	.856	.510
	N	74	75	75	75	75	75	75	75	75
Inadequate Salary (IS)	Pearson Correlation	-.124	.054	.027	.170	-.123	1	.453**	.335**	.161
	Sig. (2-tailed)	.294	.647	.821	.146	.292		.000	.003	.168
	N	74	75	75	75	75	75	75	75	75
Absence of recognition (AOR)	Pearson Correlation	.000	.008	-.078	.156	-.124	.453**	1	.488**	.431**
	Sig. (2-tailed)	.997	.945	.504	.182	.287	.000		.000	.000
	N	74	75	75	75	75	75	75	75	75
Rigidity (R)	Pearson Correlation	-.162	.032	-.224	.128	-.021	.335**	.488**	1	.487**
	Sig. (2-tailed)	.167	.785	.053	.275	.856	.003	.000		.000
	N	74	75	75	75	75	75	75	75	75
No Scope for Career Growth (NSFCG)	Pearson Correlation	-.041	.189	-.017	.022	-.077	.161	.431**	.487**	1
	Sig. (2-tailed)	.729	.104	.888	.854	.510	.168	.000	.000	
	N	74	75	75	75	75	75	75	75	75

Source: Primary source

From the given schedule 2, it was determined that relationship is there among independent variable and dependent variables. From the above table, it is observed that the calculated values are less than that of 1. Hence, it is determined that significant relationship is there among independent variables and dependent variables which are identified and connected with employee opinion towards stress, reason for dissatisfaction and measures taken for reducing stress.

Furthermore the following table 3 shows the results of chi square test which ensures an association between independent and dependent variables. The dependent variables were identified and segmented in three different categories. Those are elaborated in an orderly manner. Category 1 is from E1 to E20 which connected with employee's opinion towards stress and about their work atmosphere. The details of each dependent variables provided for the readers understanding that are : E1: Job Position, E2: Nature of Job, E3: Duties and responsibilities, E4: Opinion on superiors, E5: Respect from co-workers, E6: Relationship with department members, E7: Approach of immediate subordinates, E8: Way of treatment by higher officials, E9: Available Existing Infrastructural facilities (Conveyance

facilities, ICT, Networks, infrastructures, Drinking water, toilets, Staff Cafeteria and so on.,), E10: Level of honour from students, E11: Job Security System at university, E12: Available Teaching Accessories like LCD Projector, Laptop and Desktop computers, smart class room etc., E13: Periodical Promotions, E14: Scope for Career growth, E15: Availability of adequate facilities at Library and text books, E16: Scope of doing research, E17: Support for doing research by university management (Moral and financial support), E18: Freedom of expression of ideas among staff members, E19: Periodical hike in Salary and annual increment, E20: Grievance handling and redresses System.

Category 2 connects with the dependent variables from RFDS 1 to RFDS 13. Those are RFDS 1: Too much of Rigidity in implementing rules, RFDS 2: Delayed response from Superiors / Higher official, RFDS 3: Delayed Salary, increment and promotion, RFDS 4: Lack of Quick decision by higher officials when they deal with teachers problems, RFDS 5: Too much workload, RFDS 6: Un easy feeling or discomfort with present position, RFDS 7: Too much communication gap with fellow teachers / higher officials, RFDS 8: Lack of facilities, RFDS 9: Too

much Cost of living ,RFDS 10:Lack of promotional opportunities ,RFDS 11:Lack of self-job satisfaction ,RFDS 12:Lack of transparency in operations ,RFDS 13 :Lack of Research opportunities.

Category 3 bonds with the dependent variables from MFRS 1 to MFRS 14 such as MFRS1: Implementation of Grievance Redress Procedure, MFRS2: Periodical Counselling, MFRS 3: Periodical Intensives,MFRS4: Exit Interview, MFRS5: Effective implementation of Wage and Salary administration system, MFRS6: Providing feasible working conditions,MFRS7: Equal Distribution of Work load, MFRS8:

Offering Perquisites to workforce , MFRS9: Maintaining employee participation, MFRS10: Treating employees in appropriate manner , MFRS11: Maintaining Transparency, MFRS12: Opportunities for free or open discussions,MFRS13: Conducting faculty development program to upgrade the employees academic/ administration skills ,MFRS14: Collecting periodical feedback to know their mind-set. The chi square test is used to check association between independent and dependent variables and the result for the same given as follows in the following table:

Table 3 : Test Result of Chi Square for checking an association between independent variables and dependent variables which are related with Employee opinion towards occupational stress

Identified DV Connects with Employee Opinion from E1 to E7							
Chi-Square	E1	E2	E3	E4	E5	E6	E7
Sig.	.000	.000	.000	.000	.000	.000	.000
Identified DV Connects with Employee Opinion from E8 to E14							
DV	E8	E9	E10	E11	E12	E13	E14
Chi-Square Sig.	.009	.000	.000	.009	.001	.102	.006
Identified DV Connects with Employee Opinion from E15 to E20							
DV	E15	E16	E17	E18	E19	E20	
Chi-Square Sig.	.000	.180	.001	.163	.000	.002	
Identified DV Connects with Reason for Dissatisfaction from RFDS1 to RFDS7							
DV	RFDS 1	RFDS 2	RFDS3	RFDS4	RFDS5	RFDS6	RFDS7
Chi-Square Sig.	.003	.021	.119	.003	.001	.002	.012
Identified DV Connects with Reason for Dissatisfaction from RFDS 8 to RFDS 13							
DV	RFDS 8	RFDS 9	RFDS 10	RFDS 11	RFDS 12	RFDS 13	
Chi-SquareSig.	.000	.000	.003	.012	.032	.463	
Identified DV Connects with Measures taken for Reducing Dissatisfaction and Stress from MFRD 1 to MFRD 7							
DV	MFRS1	MFRS2	MFRS3	MFRS4	MFRS5	MFRS6	MFRS7
Chi-SquareSig.	.000	.087	.000	.078	.012	.001	.107
Identified DV Connects with Measures taken for Reducing Dissatisfaction and Stress from MFRD 8 to MFRD 14							
DV	MFRS8	MFRS9	MFR10	MFRS11	MFRS12	MFRS13	MFRS14
Chi-SquareSig.	.002	.007	.008	.006	.015	.003	.005

DV: Dependent Variables / Source : Primary source

Outcome of the schedule 3 , it is denoted that the calculated value at 5% level of significance is less than that of the table value 1.96. Hence , it is resolved that relationship is there amongst independent variable and dependent factors. Hence it is proved that the Null assumption is rejected and alternate assumption is accepted. It means , strong relationship is there among independent variables and dependent variables such

as identified variables which are connected with employees opinion, reason for reducing stress and measures taken to reduces stress. In addition, ANOVA test is also conducted and tested to justify the facts and the results are given in the following table :

Table 4 : Test Result of ANOVA for checking a Combined Influence of Independent variables on Dependent variables which connects with Employee opinion towards Occupational Stress

Demographical Variables	Sig.									
	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
Age	.540	.906	.952	0.898	.840	.791	0.41	0.527	0.87	0.887
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
	0.199	.713	.409	.654	0.784	0.504	.197	0.616	0.625	0.546
Gender	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.913	.503	.547	0.832	.303	.018	0.81	0.995	0.595	0.549
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
0.802	.536	.169	.560	0.931	0.134	.387	0.236	0.024	0.001	
Marital Status	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.184	.054	.381	0.113	.628	.588	0.28	0.577	0.761	0.476
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
0.155	.912	.025	.170	0.769	0.34	.748	0.954	0.315	0.903	
Income	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.275	.439	.601	0.984	.662	.881	0.98	0.239	0.062	0.553
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
0.433	.348	.174	.537	0.126	0.302	.027	0.392	0.001	0.287	
Job Satisfaction	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.004	.073	.043	0.4	.156	.170	0.25	0.052	0.461	0.492
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
0.049	.231	.125	.093	0.707	0.8	.428	0.286	0.117	0.752	
Insufficient Salary	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.442	.701	.718	0.968	.933	.363	0.81	0.85	0.612	0.111
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
0.703	.282	.133	.592	0.166	0.429	.056	0.101	0.417	0.995	
Absence of Recognition	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.712	.879	.937	0.182	.424	.985	0.39	0.8	0.123	0
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
0.018	.358	.142	.015	0.34	0.079	.149	0.217	0.424	0.342	
Rigidity	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.465	.539	.194	0.758	.579	.847	0.96	0.852	0.915	0.482
	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
0.493	.778	.811	.264	0.588	0.25	.734	0.565	0.498	0.689	
No Scope for Career	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
	.718	.039	.893	0.455	.515	.487	0.73	0.275	0.931	0.34

	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
	0.29	.556	.458	.201	0.362	0.323	.074	0.117	0.21	0.217

E: Employee Opinion towards Stress / Source : Primary data

Form the results of ANOVA , it was concluded that there is a connectivity between independent variable and the twenty identified dependent variables which are connects with employees opinion towards stress at 5% level of significance. Why because the calculated value provided in the above table is lesser than that of the table value. Therefore the alternate assumption is believed. In addition, the results of one sample test are also checked to prove the same as like as earlier checking with the statistical tool ANOVA in schedule 4. The results of t-test given as follows in below schedule.

Table 5 : Test results of one sample test among Independent and Dependent Variables

Results of One Sample t-test	Sig. (2-tailed)	Age	Sex	Marital Status	Income	Job Satisfaction	Inadequate salary	Absence of Recognition	No Scope for Career Growth	
		.000	.000	.000	.000	.000	.000	.000	.000	
		RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS6	RFDS7		
		.000	.000	.000	.000	.000	.000	.000		
		RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13			
		.000	.000	.000	.000	.000	.000			
		MFRS1	MFRS2	MFRS3	MFRS4	MFRS5	MFRS6	MFRS7		
		.000	.000	.000	.000	.000	.000	.000		
MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14				
.000	.000	.000	.000	.000	.000	.000				

MFRS : Measures for Reducing Stress / Source : Primary source

With reference to the results shown in table 5, it is detected that the calculated value of one sample test is less than that of the table value at 5% level of significance. Hence it is proved that association is there among the self-governing variable and reliant on variables. It means affiliation is there among age , gender , marital status and other independent variable and identified variables which are connects with employee opinion towards stress, reason for reduction of stress and measures for reducing stress. A segment of test is also carried out with ANOVA on checking combined influence of independent variables on dependent factors. The results shown as follows in table 6:

Table 6 : Test Result of ANOVA for checking a Combined Influence of Independent variables on Dependent variables which connects with Reason for Dissatisfaction towards Occupational Stress

Demographical Variables	Sig.						
Age	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.587	0.358	0.294	0.687	0.769	0.062	0.39
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.867	.716	.625	.786	.371	.407	
Gender	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.300	0.04	0.023	0.589	0.599	0.895	0.59
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	

	0.117	.281	.664	.284	.234	.230	
Marital Status	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.255	0.35	0.048	0.612	0.387	0.562	0.347
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.775	.401	.540	.685	.493	.345	
Income	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.887	0.383	0.549	0.447	0.145	0.35	0.49
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.864	.745	.292	.591	.467	.115	
Job Satisfaction	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.418	0.753	0.949	0.814	0.49	0.377	0.896
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.978	.521	.484	.592	.553	.377	
Inadequate Salary	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.991	0.205	0.675	0.018	0.212	0.292	0.593
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.443	.638	.768	.822	.285	.571	
Absence of Recognition	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.066	0.151	0.018	0.008	0.128	0.036	0.983
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.624	.569	.224	.939	.146	.563	
Rigidity	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.058	0.827	0.88	0.524	0.658	0.782	0.716
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.319	.852	.092	.541	.307	.898	
No Scope for Career	RFDS1	RFDS2	RFDS3	RFDS4	RFDS5	RFDS 6	RFDS 7
	.061	0.548	0.026	0.251	0.389	0.841	0.56
	RFDS8	RFDS9	RFDS10	RFDS11	RFDS12	RFDS13	
	0.28	.568	.185	.657	.586	.527	

* RFDS - Reason for Dissatisfaction / Source : Primary data

With reference to the results given in table 6, It is resolved that the substitute assumption is acknowledged. Combined influence of nine independent variables on 13 dependent variables checked and it is proved. Similarly the ANOVA test is also applied between independent variable and 14 identified dependent variable to test the combined influence of independent variable on dependent variables. The results given as follows.

Table 7 : Test Result of ANOVA for checking a Combined Influence of Independent variables on Dependent variables which connects with Measures for Reducing Stress

Demographical Variables	Sig.						
	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
Age	.622	.502	.937	.312	.503	.090	.446
	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
	.197	.622	.362	.299	.676	.430	.194
Gender	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
	.548	.661	.945	.090	.926	.774	.211
	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
Marital Status	.395	.687	.914	.953	.059	.361	.708
	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
	.367	.250	.001	.030	.518	.793	.075
Income	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
	.642	.945	.171	.870	.007	.932	.017
	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
Job Satisfaction	.000	.726	.932	.217	.367	.391	.153
	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
	.037	.025	.000	.605	.503	.487	.404
Inadequate Salary	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
	.535	.363	.114	.786	.191	.971	.228
	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
Absence of Recognition	.782	.539	.430	.172	.326	.661	.558
	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
	.221	.068	.524	.823	.316	.745	.101
Rigidity	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
	.882	.763	.138	.729	.789	.344	.771
	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
No Scope for Career	.863	.642	.561	.894	.936	.175	.852
	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
	.504	.107	.413	.445	.397	.690	.560
Rigidity	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
	.666	.176	.768	.630	.935	.795	.863
	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
No Scope for Career	.594	.172	.468	.628	.634	.440	.573
	MFRS1	MFRS2	MFRS3	MFS4	MFRS5	MFRS6	MFRS7
	.359	.591	.911	.308	.666	.373	.201
No Scope for Career	MFRS8	MFRS9	MFRS10	MFRS11	MFRS12	MFRS13	MFRS14
	.556	.121	.600	.573	.775	.280	.098

MFRS : Measures for Reducing Stress / Source : Primary data

In the table 7 , the outcome of the ANOVA observed and as per the test results and observed data , it is decided that the computed value is less than the table value. Therefore it is proved that there is a combined influence of given 9 independent variables on 14 dependent variables which are connected with measures taken for reducing stress.

Preventions against Reduction of Work Spot Stress

The following measures advised by the researcher to be implemented in an organisation to prevent workforce from work spot stress. Identified suggestions to prevent work spot are first, (i) the authorities concerned should ensure that the workload should be allotted to workforce in the organisation as per the Capabilities of an individual employee and as per the available resources. (ii) Individual and group Job roles and responsibilities should be assigned clearly to make them to use their skills in an optimal level to promote both individual and organisational efficiency. (iii) Proper supervision should be implemented through appropriate supervisors at various levels of the organisation. It has to be ensuring that the supervisors should not use their authority to dominate subordinates instead of guiding them to achieve goals. (iv) Avoiding disparity, removing discrimination in the form of caste, creed and colour, ill-treating subordinates, dragging their increments, promotions with negative intention at the work spot and so on (v) giving chance for the workforce to take part in all kinds of discussions and decision making process in an organisation. (vi) Removing unwanted chatters against superiors, co-workers and especially against women co-workers and taking disciplinary steps to stop that kind of unethical behaviour among the workforce which make employees feel safe and secure. (vii) Nurturing proper exchange of information at the right time will reduce ambiguity towards career growth and upcoming diagnoses. (viii) Removing job related inequalities (as per rivalry, sex, countrywide basis, creed or linguistic). (ix) Avoid admitting outside counsellor to propose a new

tactical complex difficulties occurred or to be ensued in organisation. (x) Announcing a participative control style to involve numerous assistants to solve stress-creating difficulties (xi) Boost work-life balance by providing family-friendly welfares and policies. (xii). Creating confidence among workforce and make them to have confidence in getting career growth. The researcher hopes that the suggested measures in this research article will surely create several impacts on reducing work spot stress.

Identified and Consolidated Work Spot Stressors

The researcher gathered , identified and consolidated the work spot stressors which means the cause behind work spot stress which includes : Ill-treatment either by superior or by subordinates , family and personal problems , financial problems, no proper respect given for qualification or for experience by superior and subordinate , lack of performance among employees, lack of timely recognition for dedicated and sincere workforce, maintaining imbalance in wage and salary administration System , A toxic subordinate , superior and the work environment, people with negative thoughts, individual and group conflicts, role conflicts among subordinates, heavy workload, hard relationship between superior and subordinates, lack of rewarding system , threat to job, position and personal status , excess employees and deficit workload, negative talks and taking behind the screen about others, role ambiguity (Uncertainty) ,managerial bullying , work related harassments ,office and official Politics,too much of expectations from the management, lack of autonomy and initiatives given for employees, too much thinking, organisational climate or work atmosphere,too much angry on workforce or on superiors or on top management, lack of safety and security in work spot ,isolation of individual workforce by group of people, assignment of meaningless tasks to the workforce , career development barriers ,unfairness ,little or no control over workplace activities and on workforce by the management, violation of acts

and rules of local government towards work spot atmosphere, too much fear, increasing Job demands and availability of cheap workforce, fresher's, lack of support from superiors, negative work spot relationships among employees, hiding information's from the eyes of co-workers, sudden change in the organisation, technology up gradation, decreased motivational attitude among workforce, lack of confidence and courage in executing tasks. The above said factors may be considered as an important cause of work spot anxiety.

Effects of Work Spot Anxiety on Employees capabilities

Work Spot Stress leads to have many work related and health related consequences among employees. Stress also creates adverse impact in the worker's efficiency level too. Following are the effect of work spot anxiety such as (a). Physical Illnesses like dejection, nervousness, Post-traumatic Stress Disorders which may develop after experiencing or witnessing a traumatic event such as sexual violence, endangered demise, severedamage, or voluptuous viciousness. (b). Responsive Strain: Disappointment, Tiredness, Strain and so on. (c). maladaptive behaviours: Anger, Physical manipulation. (d). Mental Deficiency: Attentiveness and Recollection Problem. (e). Deprived Work Enactment. (f). Advanced Skiving. (g). Fewer productivity. (g). Risk of Accidents. (h). Health issues: diabetes, Hypertension, Weak Immune System, Cardio vascular disease, muscle tension, headaches, and stomach problems. (i). Diminishing Well-being of Employees/Workers may increase Employers Health benefit Expenses (j). Loss of interest in work. (k). Social withdrawal and so on.

Suggestions

The following suggestions are suggested by the researcher and he hopes that these suggestions will help employees and the management to reduce work spot stress.

(i). Superiors and subordinates are suggested to stay away from negativity and negative People.

(ii). Employees are try to accept work spot troubles and problems and try maximum to ignore or solve those problems and troubles to the possible extent, or analyse, understand the significance of work spot stress to create an effective remedial plans. (iii). Schedule Your day with more energy and focus. (iv). Working personnel's advised to eat at the right time and sleep at the right time. As per melnick statement: "Eating badly will stress your system," and he advised to eat less sugar, higher protein food. "And when you're not sleeping well, you're not getting the refreshing effects.". Workforce should follow these suggestions to reduce their level of stress. (v). When people felt frustrated or if they get angry then that angry feeling in their body will cause them to react. Instead of negative reactions, the workforce or employees should have a cooling breath technique to reduce their level of stress or anxiety. (vi). Changing the work environment to get positive atmosphere with positive workforce mind-set. (vii). Employees should be trained properly to other workforce, help those who are having difficulty to adopt new working conditions. (viii). Researcher advised to use transactional strategy (maximising efficiency of an individual) in an organisation which means, identifying and improving the individual employees and group of employee's relationship with their work settings. (ix). It is also suggested to have deep breathing which may also reinstatement workforce stress and strain to certain possible extent. (x). It is also advised to excluded disturbances connects with electronic mail, telephone calls, immediate communications, abrupt and crucial targets.

Conclusion

Finally the researcher concluded that the family Pressure, work and work environment, work pressure will create work Spot stress which ultimately leads to reduce employee performance and organisational effectiveness. Therefore, to reduce work spot stress, researchers final conclusion for workforce or employees who are working in various organisations are "interact with

fellow workers and superiors without having unwanted and unnecessary egoistic character. Researcher also felt that reasonable and sensible fear is necessary but not at the cause of losing work ethics, diplomacy, patience and personal discipline. Researcher also concluded that the employees should stay focused with their work, work related targets and stay away from negative thoughts, negativity, negative People and negative influence of co-workers. He also concluded that the employees in an organisation should be truthful, loyal to their job , to them and to their immediate superior and or employer or boss to achieve individual , organisational goals effectively and efficiently within the prescribed time limit with reduced stress ”. Researcher also concluded that employees or workforce should balance their personal life and work, so that they may get some kind of mental relief to perform better at work spot for themselves and for their organisation as well. It is necessary for workforce to have do or die mind set when workforce handle task which makes them to achieve their targets. Therefore the workforce should feel positive to reduce level of their stress to possible extent by contributing their real hard work to attain their individual development, organisational development by avoiding or reducing the level of stress or anxiety.

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