

IMPACT OF ROLE STRESS ON JOB SATISFACTION

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The aim of this study is to analyse the level of role stress and their job satisfaction among fabrication workers. Here, Role stress is explained by two variables, Role overload and Role Stagnation. The study sample covered of 60 employees working in fabrication companies located in Ranipet area. The data were collected through structured questionnaire. The study analysed the relationship between the role stress and job satisfaction and also analysed effect of role stress on job satisfaction. One way ANOVA, Correlation, Regression tools were used to analyze result. The ANOVA result showed that there was no difference between the employees' job satisfaction based on their experience. Correlation result showed that there was a negative relationship between Role overload, Role Stagnation and Job satisfaction. The impact of role stress does not much influence the job satisfaction. But there is mild level of influence between role stagnation and job satisfaction.

Keywords: Role stress, Job satisfaction, Role overload, Role stagnation.

INTRODUCTION

Stress is a common factor for every employee's life. It affects their employees' health, attitude and regular routine life. Job related stress make employees job dissatisfaction. Role stress occurs when there is gap between perceived role expectations and actual work done. It can be defined as the disparity between an individual's perception about specific role and what is actually being accomplished by the individual currently performing the specific role (Lambert & Lambert, 2001). In this research role overload and role stagnation is the two kind source of role stress. Role overload is the feeling that too much is expected from the role than what the occupant can cope with. Role Stagnation is the feeling of being stuck in the same role. It results in the perception that there is no opportunity for one's.

Stress is common problem for fabrication workers. Fabrication work means building of metalstructures by cutting, bending, welding, forming, machining and assembling processes based on their customer needs. It is a process of constructing machines from various raw materials. The fab job based on the customers engineering drawings. In Ranipet area fabrication work is very famous. Typical projects include loose parts, structural frames for buildings and heavy equipment, and stairs and hand railings for buildings. Fabrication shops are employed by contractors, OEMs and VARs. So they don't have a proper routine work. The aim of this research is to examine the relationship between role stress and job satisfaction of fabrication workers in Ranipet area.

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REVIEW OF LITERATURE

Ang Wei Ling *et al.* (2014) studied role stress and job satisfaction among bank employees in Kota Kinabalu. The study analyzed the moderating effects of gender and position level using hierarchical regression analysis. The findings of this study showed that there was a significant relationship between role stress towards job satisfaction and also showed that gender has moderating effect on role stress towards job satisfaction.

Wen-Hsien Ho *et al.* (2009) this study was to investigate the effects of job rotation and role stress among nurses on job satisfaction and organizational commitment. The findings of this study showed that role stress among nurses had a negative effect on their job satisfaction and also had a negative effect on their organizational commitment.

Wahab Shahbaz *et al.* (2015) this study was investigated the influence of role stress on job satisfaction of personnel working in Water and Sanitation Agencies (WASAs) of Punjab, Pakistan. The data were analyzed using Cronbach's alpha, ANOVA, Pearson's Correlation and regression analysis. It is found that role ambiguity has positive significant association with job satisfaction whereas there is negative but very weak relationship exist between role conflict and job satisfaction of personnel in WASAs.

Manasseh N. Iroegbu (2014) examined the effect of **Role overload on Job performance** among construction workers. The results showed that the low performance workers experienced greater role overload than the moderate and high performance workers and the role overload affects workers performance negatively. This study recommended that the organizations should reduce work load in line with human capacity, redesign jobs and employ more workers to reduce role overload.

OBJECTIVES OF THE STUDY

1. To find out the level of role stress among employees on job satisfaction in fabrication industry.
2. To analyze the relationship between role stress and job satisfaction of employees working in fabrication industry.
3. To study the impact of role stagnation and role overload on job satisfaction of employees working in fabrication industry.

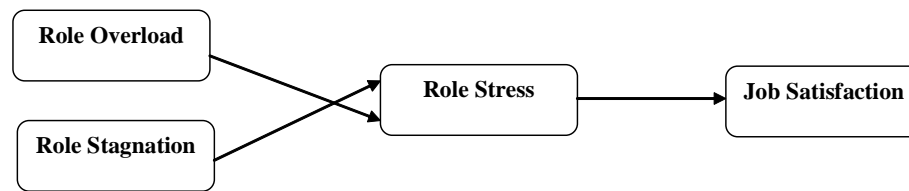
HYPOTHESES

1. There is no significant difference in job satisfaction of employees working in fabrication industry based on their experience.
2. There is no significant relationship between the role overload, role stagnation and job satisfaction in the fabrication industry.

3. There is no effect of role overload and role stagnation on job satisfaction of employees in the fabrication industry.

RESEARCH METHODOLOGY

Model of the study



Primary Data

The primary data was collected through simple random sampling method a total of 60 questionnaires were distributed to fabrication workers working in Ranipet area. The data has been collected through questionnaires with 5 point likert scale where 1 = very true, 2= True, 3 =some times, 4 = Not True , 5 = Not at all true.

Secondary Data

Secondary data was collected from books, magazines, research journals and websites etc.

(a) Demographic Profile

On the whole 100% respondents were male.

(b) Tools Used

The data has been analyzed using SPSS 19.0 version. Pearson's correlation tool is used to analyze the relation between role overload, role stagnation and job satisfaction and regressions have been used to find out the overall impact of role overload, role stagnation and job satisfaction. Cronbach's - Alpha has been used to test the reliability of the data.

(c) Variables Used

Role Stress: Role stress is the stress experienced by the persons because of their role (job) in the organization. They assume a role based on the expectation of the self and others at work place. For the purpose of the study the role stress has been explained by two variables role stagnation and role overload.

Role Overload: Role overload is a condition in which the individual is faced with a set of obligations, which require him or her to do more than he is able to cope with.

Role Stagnation: It is the feeling of being stuck in the same role. Such a type of stress results in perception that there is no opportunity for the furthering or progress of one's career.

RESULTS AND DISCUSSION

Reliability Analysis of Questionnaire

<i>Variables</i>	<i>Cronbach's Alpha</i>	<i>No of Items</i>
Role Overload	0.935	12
Role Stagnation	0.711	6
Job Satisfaction	0.758	6

Cronbach's Alpha had been used to test the reliability for Role Overload, Role Stagnation and Job Satisfaction. The Cronbach's Alpha value is more than 0.7 in all three cases. It shows that the scale used for these variables is reliable.

One Way ANOVA analysis between Experience and Job Satisfaction

1. H_0 - There is no significant difference between Role Overload and Job Satisfaction

TABLE 1: ANOVA

	<i>Sum of Squares</i>	<i>Df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Between Groups	64.179	4	16.045	.309	.871
Within Groups	2801.042	54	51.871		
Total	2865.220	58			

The result of ANOVA shows that there is no significant differences in job satisfaction of employees based on their experiences. All the workers are in same level of job satisfaction. It is proved by 'p' value which is 0.871. Therefore the H_0 is accepted. So there is no difference between job satisfactions of employees. Each and every employee has same level of job satisfaction in fabrication industry.

Pearson's Correlation Analysis between Role overload and Job satisfaction:

2. H_0 - There is no significant relationship between Role overload and Job satisfaction

TABLE 2: CORRELATION ANALYSIS

		<i>Role overload</i>	<i>Job satisfaction</i>
Role overload	Pearson Correlation	1	-.231
	Sig. (2-tailed)		.075
	N	60	60
Job satisfaction	Pearson Correlation	-.231	1
	Sig. (2-tailed)	.075	
	N	60	60

The value of Pearson’s correlation coefficient is -0.231 and p-value is 0.075 which is more than 0.05. Therefore, H_0 is accepted. The result revealed that the correlation analysis between Role overload and Job satisfaction is significant. The result shows that there is a negative and significant relationship between Role overload and Job satisfaction. So there is no relationship between role overload and job satisfaction. Role overload does not relate to job satisfaction.

Pearson’s Correlation Analysis between Role Stagnation and Job Satisfaction

H_0 - There is no Relationship between Role Stagnation and Job Satisfaction

TABLE 3: CORRELATION ANALYSIS

		<i>Role stagnation</i>	<i>Job satisfaction</i>
Role stagnation	Pearson Correlation	1	-.259
	Sig. (2-tailed)		.046
	N	60	60
Jobsatisfaction	Pearson Correlation	-.259	1
	Sig. (2-tailed)	.046	
	N	60	60

The value of Pearson’s correlation coefficient is -0.259 and p-value is 0.046 which is less than 0.05. Therefore, H_0 is rejected. The result revealed that the correlation analysis between Role stagnation and Jobsatisfaction is significant. The result shows that there is a negative and significant relationship between Role Stagnation and Job Satisfaction. Hence there is a significant relationship between role stagnation and job satisfaction. The employees working in fabrication industry frustrated, because of their work. They don’t have any promotion also. This gives the negative relationship between role stagnation and job satisfaction.

Regression Analysis

3. H_0 - Role overload and Role Stagnation not significantly influence the Jobsatisfaction

TABLE 4: REGRESSION ANALYSIS

Coefficients^a

<i>Model</i>		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>t</i>	<i>Sig.</i>
		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
1.	(Constant)	65.460	8.222		7.961	.000
	Role overload	-.406	.300	-.176	-1.353	.181
	Role stagnation	-.471	.288	-.214	-1.638	.107

a. Dependent Variable: Job satisfaction

The Regression analysis between role overload and Job satisfaction reveals that the p value is 0.181 which is more than 0.05 and also P value of Role stagnation and job satisfaction is 0.107. Hence the H_0 is accepted. The result shows that the Role overload and Role stagnation not significantly influence the job satisfaction. Hence there is a mild level of significance between role stagnation and job satisfaction. The result concludes that the effect of role overload and role stagnation does not affect job satisfaction. But there is a mild level of influence between role stagnation and job satisfaction.

CONCLUSION

The result of the analysis depict that there is a negative relationship between role overload, role stagnation and job satisfaction. Here Role stress has been explained by two factors, role overload and role stagnation. It clearly shows that role stress negatively correlated with job satisfaction. Whenever the stress increase in their role, satisfaction level in job will reduce. The impact level of role stress on job satisfaction is not significant. But the significance level of role stagnation is more than role overload. Since in this study the researcher have taken only the two factors (role overload and role stagnation) to explain the role stress. It is for further scope of the study to analyse the influence of role stress on job satisfaction by taking other important factors of role stress. Finally, it is concluded that role stress negatively correlated with job satisfaction. The fabrication companies have to take steps to reduce the role stress and to improve the satisfaction level for their employees.

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