A STUDY ABOUT THE ASSESSMENT OF ROLE STRESS AMONG THE EMPLOYEES IN INDIAN TECHNOLOGIES, COIMBATORE.

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CHAPTER 1

INTRODUCTION

1.1 Introduction to the topic

Work has been a common human practice from the beginning of civilizations. occupation is the defining characteristic of a human and it provides the individual with the ability to be independent, to flourish, to develop and most importantly to find a meaning to life. Any job requires the expenditure of time and energy. A little girl in one of the corners of the world who goes to the kindergarten and learns how to count, draw, sing or write is working. An adult who goes to his/her job every day and gets remunerated for that is working. Occupation has different dimensions such as working for standard of living and working for developing one's talent and potential.

The individual who has a job and devotes a lot of time and energy towards is a concretization of work for pay. Through his job, he/she is producing wealth to pursue one's goals. The individual is in control of his time and energy when he voluntarily and constructively works. Meaningful life is interconnected with productive work, goal achievement, human flourishing, and happiness. Any type of job gives you the freedom to choose, freedom to have the things you need and desire. Moreover, the dynamics of the business world we live in accentuate the unquestionable need for work. From childhood each and every individual acquire knowledge and experience on understanding others and how to behave in each and every situation in life and we carry forward this learning and understanding in carrying and managing relations at our workplace.

Employees are one of the most important aspects in an organization. They are people who run the organization and get the things done for the organization in order to achieve the company's purposes and objectives. Company consists of teamwork which refers to a group of people with the complementary and difference skills and abilities who committed to a common mission and performance goals.

They work in a company for some reasons and based on some motivations. Human Resource Management revolves around managing human relations at work place. Any Organization has three basic components, People, Purpose, and Structure. Employees are the important assets of any company. The main perspective that upholds a company's advantage tomorrow is the caliber of people in the Organization. In order to remain competitive, to grow, and diversify an organization must ensure that its employees are qualified, placed in appropriate positions, properly trained, managed effectively, and committed to the organization success.

Meaning of stress

Stress is the body's response to physical and mental demands. Stress in general is defined as "a physical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation." Stress is the way human beings react both physically and mentally to changes, events and situation in their lives. The modern world which is said to be world of achievement is also called as age of anxiety and stress. Today's demand and pressures guarantees that all the human beings will experience stress. Stress is a by-product of life. Stressors are those changes in people life or threatening situations. Internal stressors arise from our feelings and expectations. External stressors arise from the environment and events takes place.

1.2 INDUSTRY PROFILE

The manufacturing of testing machines is a niche industry that caters to the needs of various sectors such as automotive, aerospace, construction, and manufacturing. These machines are used to test and measure the properties and characteristics of materials, components, and products to ensure their quality, reliability, and safety.

India has a small but growing industry for the manufacturing of testing machines, with a few major players dominating the market. Some of the leading companies in this sector include Tinius Olsen, Matest, Presto Group, and Testronix Instruments. These companies manufacture a wide range of testing machines such as universal testing machines, hardness testers, impact testers, fatigue testing machines, and torsion testers

The demand for testing machines in India is driven by various factors such the growing need for quality control and testing in the manufacturing sector, the increasing focus on safety and reliability in various industries, and the growing adoption of international quality standards. The automotive industry is one of the major end-users of testing machines in India, with increasing demand for testing machines for quality control and testing of automotive components and products.

The Indian government's focus on promoting domestic manufacturing and the Make in India initiative is expected to drive the growth of the testing machine manufacturing industry in India in the coming years. With the growing demand for high-quality and reliable testing machines, the industry is expected to witness significant growth in the future.

Various testing products

HALTHASS:

A Highly Accelerated Life Test (HALT) aims to discover weaknesses in the early phases of a product's life cycle and is deployed during the design phase or development stage. Highly Accelerated Stress Screening (HASS) aims to uncover faults that are caused during production and manufacturing processes. Firms conduct HASS after they've already conducted HALT and entered into the production phases.

Vibration and Shock:

Vibration tests involve applying vibrations at various frequencies to a product, while shock tests involve subjecting a product to sudden, short and high levels of force. These tests assess the product's reaction to these stimuli. There are a variety of types of vibrations tests, including sine sweeps, random vibration tests and resonance search and dwell tests.

ESS Testing:

Environmental Stress Screening (ESS) is a term that refers to any of various tests that simulate the environmental conditions a product will be used in, including extreme temperatures, corrosive environments, and persistent vibrations. ESS tests include thermal testing and electrodynamic vibration testing.

1.3 Company Profile

NAME	Indian Technologies
STARTED IN	2013
SHIFT HAVING	GENERAL
NAMEOF THE MANAGER	Banu
PLACE	153C, LIC Colony, Selvapuram, LIC Colony Bus Stop, Selvapuram, Coimbatore- 641026, Tamil Nadu, India
MAJOR PRODUCTION	Universal Testing Machine, Tensile

	Testing Machine, Tensile Testing Machine Accessories, Hardness Testing Machine and many more
Email	info@indiantechnologies .in

Indian Technologies core strategy is to approach all its potential customers, providing them with uncompromised product quality, performance, technical, application and service support that shall benefit them to create, modify, enhance, and protect their competitive business environments. The carefully balanced combination of knowledge of the local conditions, provision of innovative products and services and its rich experience in sales and services of scientific and technical instrumentation, through a wide direct network of branch offices throughout India, enhance Indian Technologies capabilities to effectively support and manage perceptions of all its valued clients.

Our direct end-user solutions are enhanced through strategic partnership with a global network of value-added manufacturers, suppliers and solution providers. Adherence to stringent ethical codes of business conduct, as well as the use of creative manpower guarantees easy and fast access to the implementation of Indian Technologies products, services, and solutions to optimally satisfy the day-to-day business requirements and process needs of all its valued clients spread across the region. It is you who have made us what we're today and you'll continue to be our first priority.

We will continue to challenge the status quo, embrace new innovative technologies available in the market today that added value and merge seamlessly with your processes. We are sure that you will be pleased with our level of performance and our commitment to provide your esteemed organization with quality products, services, and solutions.

1.4 Objectives of the Study

• To assess role stress among employees is to identify the factors that contribute to stress in the workplace.

• The study may also seek to identify coping mechanisms that employees use to manage their stress and how effective these coping strategies are.

• The ultimate goal of the study is to provide insights and recommendations to organizations on how to reduce role stress and create a more positive work environment that promotes employee well-being and productivity.

1.5 Scope of the Study

• The scope of the study about assessing the role stress among employees would typically involve examining the various factors that contribute to work-related stress, such as job demands, workloads, working hours, relationships with colleagues and supervisors, job insecurity, lack of control, and work-life balance.

• The study may also explore the impact of stress on employee well-being, job satisfaction, performance, and turnover intentions.

1.6 Need for the study

Employee well-being: High levels of role stress can negatively impact an employee's physical and mental health, leading to burnout, anxiety, depression, and other health problems. By assessing role stress, employers can identify areas of improvement to reduce stress levels and improve employee well-being.

Job performance: Role stress can also affect an employee's job performance. High levels of stress can lead to decreased productivity, increased absenteeism, and higher turnover rates. By addressing role stress, employers can improve job performance and reduce turnover costs.

Organizational effectiveness: When employees experience high levels of role stress, it can negatively impact the entire organization. Role stress can lead to communication breakdowns, decreased morale, and lower levels of job satisfaction. By addressing role stress, employers can improve the overall effectiveness of the organization.

Assessing role stress among employees can be done through various methods, including surveys, interviews, and focus groups. These methods can help identify the specific causes of role stress, such as workload, role ambiguity, and lack of support from management. Once the causes are identified, employers can take steps to address them, such as providing additional training and resources, improving communication, and re-evaluating job responsibilities. By addressing role stress, employers can improve the well-being and job performance of their employees, leading to a more effective and successful organization.

1.7 Period of the study

The study is Expanded on for the period from Feb-2023 to Apr-2023 at Indian Technologies.

1.8 Limitations

• The time period for carrying out the research was short as a result of which many facts have been left unexplored.

• Future studies should consider conducting similar assessments in other areas to assess the cultural and regional differences in role stress.

• While collecting the data many consumers were unwilling to fill the questionnaire. Respondents were having a feeling of waste of time for them.

2.Review of the Literature

1. **Suryawanshi et al (2013)** analysed 200 employees of different organisations of Surat region to study various dimensions of Organizational Role Stress like role stagnation, role overload, inter role distance, role ambiguity and role expectation conflict in relation to job satisfaction. Stress and Job Satisfaction have no significant causal relationship it may be because job satisfaction may get influenced by other factors like incentive, performance appraisal.

2. **Sharma (2012)** studied 550 frontline employees of commercial banks of Jammu and Kashmir State (India) to find out basis of role stress experienced at the workplace. The research concluded that the commercial banks are required to wake up to the fact that role stress has multifaceted relationship with performance-related benefits.

3. **Ritu Rani (2017)** conducted a study on "A Study of Role Stress among Employees in Indian Hospitality Industry", published in the International Journal of Hospitality and Tourism Systems. The study aimed to explore the various factors that contribute to role stress among employees in the Indian hospitality industry. The sample size consisted of 100 employees working in various positions in the industry.

4. **Praveen Kumar and Pramod Kumar (2018)** conducted a study on "Role Stress and Employee Turnover Intention: Evidence from Indian Construction Companies", published in the International Journal of Civil Engineering and Technology. The study had a sample size of 150 respondents who were employees working in Indian construction companies.

5. **Shivani Singh and Mahesh Kumar (2016)** conducted a study on "Role Stress and Its Impact on Work-Life Balance: A Study of Indian Insurance Sector," published in the Journal of Business and Management. The study aimed to investigate the impact of role stress on work-life balance among employees in the Indian insurance sector. The data were collected from 80 respondents using a structured questionnaire, and the statistical tool used for data analysis was Structural Equation Modelling.

6. **Pragya Sharma and Rohit Kumar (2017)** conducted a study on "Role Stress and Its Impact on Employee Turnover Intention: A Study of Indian Hospitality Industry" published in the International Journal of Engineering and Management Research. The study aimed to explore the relationship between role stress and employee turnover intention in the Indian hospitality industry. The study used a sample size of 150 participants from different hotels in India.

7. **Hoppock (1957) Kane & Lawler, (1976),** job performance is the record related to the results after practicing a job for a given period. On the other hand, (Schermerhorn, 1989) asserts that job performance refers to the quality and quantity that are attained by individual employees or group of employees after completing a given task.

8. **Motowildo & Borman (1993)** define job performance as the aggregated financial or non-financial added value by the employees in contribution to the fulfilment both directly and indirectly to the targeted goals of the organisation. Mangkunegara (2009) defines it as the work results based on quality and quantity achieved by employee in doing his or her job.

9. **Rivai & Jauvani (2009)** define work performance as the real behaviour express by everyone as work achievement produced by employee appropriate to their role in the organisation. Based on the opinions above, it could be concluded that work performance is a work result of work achievement of one's quality and

quantity achieved in an organisation in performing its job. Employees perform different jobs in an organisation depending upon the nature of the organisation. Individual performance is of high relevance to the organisation and individuals alike.

10. **Kanfer (2005, 336)** showing high performance when accomplishing tasks results in satisfaction, feeling of self-efficacy and mastery. Moreover, those who perform well in their tasks are mostly to get promotion, award, honoured and are more open to career opportunities. A good employee performance is necessary for the organisation, since the success of the organisation is dependent upon the employee's creativity, innovation, and commitment.

11. **Ramlall, (2008)** Performance criteria are standards for employee behaviour at work. These criteria contain more than how an employee does the work. Employees are rated on how well they do their jobs compared with a set of standards determined by the employer. Just how much work an employee must do directly affects how well it is done. Employers demand high productivity and high-quality services from employees which must be done in furtherance of the organisation's goals and objectives.

12. **Mbatha and Mkhize (2022)** investigated the impact of career progression planning on job satisfaction and turnover intention in the hospitality industry in South Africa. The study aimed to explore the mediating effect of job satisfaction on the relationship between career progression planning and turnover intention. Data was collected from 250 participants in the hospitality industry and analysed using structural equation modelling.

13. **Robbins & Sanghi (2006)** defined as a dynamic condition in which an individual is confronted with an opportunity, constraints, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important. The World Health organisation (WHO) defines occupational stress as the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.

14. **Steve (2011)** stress is simply a reaction of an employee when certain demands, pressures and professional aspects which are to be faced at the workplace do not match their knowledge levels which create or poses a challenge and threat to the capabilities of the employee which in turn would create a struggle for existence in terms of being employed in a place. This, therefore, implies that; stress exists when an environmental situation presents a demand threatening to surpass an employee's capabilities and resources.

15. **Elovainio, Kivimaki, & Vahtera, (2002),** Many researchers aver that stress at workplace has an impact to performance in one way or the other job stress makes the organisational performance go down. It is likened to a chronic disease that is caused by conditions in the workplace that negatively affect an employee's performance. It is normal experience that occurs in reaction to situations that make an employee uncomfortable and on the other hand it may help one to rise above challenges. If that is the case, it will have a positive impact as it can enable an employee to improve on their performance which will result in increased employee motivation at work, innovation and problem-solving.

16. **Deshpande & Chopra (2007).** good stress which is scientifically referred to as eustress is a positive result of stressful occurrences which creates motivation in people who in turn rise beyond their challenges that they may face to succeed in life. However, stress can be managed up to certain extent after which it becomes negative and negatively affect the employee's performance. Similarly, (Rolfe 2005), explained the importance of job stress as emphasized by employers on how to manage and reduce it through practical guidelines.

Among this includes balancing of work life, fair work load, open communication and providing a conducive working environment.

17. **Taylor & Shelley (2006, 441.)** To grasp a better understanding of the concept of stress, most authors categorise stress into different types. outline these different types of stress into chronic, traumatic, and acute. The characteristics and attributes of each type are looked upon in greater detail below and this provides good understanding of how each can be identified and managed.

18. **Shelley et al. (2006, 236)** chronic stress is one that occurs seemingly for an intermediate period that wears down the person every day with no visible sign of escape. This type is brought about by long-term exposure to stressors such as unhappy marriage, traumatic experience, unwarranted career or job, stress of poverty, relationship conflicts etc. These situations seem to be unending, and the accumulated stress that results from exposure to them can be life-threatening. It tears the individual emotionally and health wise thus leading to break down and death subsequently, Shelley et al. 2006.

19. **Maneze (2005)** has been interpreted by most companies as a low alarming situation but it poses a very high impact on individual's health that also affect directly his/her performance. Accordingly, the upward trend of job stress has become a major challenge to employers as it reduces performance level in jobs, growing cases of absenteeism, contributes to the employee involvement in drugs and alcoholism. A study on the impact of job stress carried out by Mead (2000), pointed out that there exists a negative impact of job stress on employee performance if the stress is not managed efficiently. Consequently, stress negatively impacts both the productivity and the organisation.

20. **Bowin & Harvey (2001)** also assert that people cannot separate their work and personal life issues as the way they react, and handle stress varies, and it is a complex issue. According to Blumenthal (2003), if stress increases beyond an optimal point, performance peaks and suddenly decreases thereafter. He further argues that excess stress is detrimental to an individual's productivity and wellbeing, causing dysfunction or disruption in multiple areas. Consequently, this extends to affect the organization and productivity is decreased.

21. **(Kahn et al., 1964; Jackson & Schuler, 1985; Jones & Bright, 2001)** Research has shown that role stress can have negative effects on employee well-being, job satisfaction, and performance. For example, studies have found that role stress is positively related to burnout, job dissatisfaction, turnover intention, and absenteeism. On the other hand, research has also suggested that role stress can be managed through various coping strategies, such as problem-solving, social support, and cognitive restructuring (Jackson & Schuler, 1985; Lazarus & Folkman, 1984).

22. **Malhotra et al (2012)** conducted research on the 300 employees working in the call centres of the Mohali, Panchkula and Chandigarh to study that job satisfaction is the reason to raise the stress among the employees. The result reveals that salary, job task, colleagues, sense of purpose, career path opportunity, work environment, autonomy and workload are the major variables to introduce the stress among the employees. The paper also purposed the Stress management Programmes for employees.

23. **Lehal (2007)** conducted research on 200 executives (men and women) from both public and private sector units to study Organisational role stress and Job satisfaction. The study reveals that in case of ORS and JS both, the results of public sector are better than private sector. Further in public sector, female executives are more stressful than males. But in case of JS, in the same sector, female executives are more satisfied with their jobs. The correlation analysis brings to light that there is a strong but negative relationship between two variables.

24. **Dr. P. Murugesan and Dr. P. Raman (2018)** conducted a study on "Role Stress among Employees of Selected IT Companies in India" published in the International Journal of Management Research and Business Strategy. The study had a sample size of 300 employees from various IT companies in India. The objectives of the study were to identify the various sources of role stress among employees, to measure the level of role stress experienced by employees, and to analyze the impact of role stress on employee performance and job satisfaction.

25. **Dr. Deepa J. Dhondge and Dr. Sunil Kumar Jaiswal (2016)** conducted a study on "Role Stress among Employees: A Study of Private Sector Banks in India" published in the International Journal of Engineering Technology, Management and Applied Sciences. The study aimed to explore the role stress experienced by employees in private sector banks in India. The sample size for the study was 350 bank employees, and the data were analyzed using descriptive statistics and structural equation modelling.

26. **Dr. K. Rajani and Dr. B. Vijaya Kumar (2017)** conducted a study on "Assessment of Role Stress among Employees in the Indian Hospitality Industry", which was published in the International Journal of Research in Economics and Social Sciences. The study aimed to assess the level of role stress experienced by employees in the Indian hospitality industry and to identify the factors contributing to role stress. The data were collected from 200 respondents using a structured questionnaire and analyzed using statistical techniques.

27. **Dr. V. Ramanathan and Dr. M. Sathya (2015)** conducted a study on Role Stress among Employees in the Indian Pharmaceutical Industry, which was published in the International Journal of Research in Management and Business Studies in 2015. The study aimed to investigate the level of role stress experienced by employees in the Indian pharmaceutical industry and to identify the factors that contribute to such stress.

28. **Dr. Anjana Singh and Dr. Ruchi Gupta (2018)** conducted a study on "Role Stress among Employees of BPO Industry in India", which was published in the International Journal of Applied Research. The study had a sample size of 150 respondents from the BPO industry in India, and data was analyzed using descriptive statistics and inferential statistics. The objectives of the study were to identify the sources and levels of role stress experienced by BPO employees, and to examine the impact of role stress on job satisfaction, organizational commitment, and turnover intention.

29. **Dr D.K. Banwet and Dr. K. D. Kadam (2014),** in their study titled "Assessment of Role Stress among Employees in Indian Automobile Industry", published in the International Journal of Innovative Research and Development, collected data from a sample of 200 employees working in the Indian automobile industry. The study aimed to assess the role stress among employees in this industry, as well as to identify the factors

contributing to it. The authors used a structured questionnaire to collect data and employed various statistical techniques such as factor analysis and regression analysis to analyze the data.

30. **Dr. V. Soundariya Preetha and Dr. K. Sathya (2016)** A Study on Role Stress among Healthcare Professionals in India' published in the International Journal of Business and Management Invention in 2016, collected data from 200 healthcare professionals to investigate the level of role stress experienced by healthcare professionals in India. Their study found that healthcare professionals in India experience moderate to high levels of role stress due to a variety of factors such as workload, role ambiguity, and role conflict."

31. **Dr. Kavita Bhatnagar and Dr. Suresh Kumar (2016**), conducted a study on "Role Stress and Burnout among Academic Librarians in India", published in the International Journal of Library and Information Studies. The study aimed to examine the relationship between role stress and burnout among academic librarians in India. The study was based on a sample of 200 academic librarians from various universities in India.

32. **Dr. Archana Singh and Dr. Anurag Singh** conducted an empirical study on role stress among hotel employees in India, which was published in the Journal of Tourism and Hospitality Management in 2015. The study aimed to investigate the relationship between role stress and job satisfaction, organizational commitment, and turnover intentions among hotel employees in India.

33. **Dr. P. Manonmai and Dr. P. Thirumoorthy (2016)** conducted a study on "A Study on Role Stress among Sales and Marketing Employees in India" published in the International Journal of Advanced Research in Management and Social Sciences. The study aimed to examine the role stress experienced by sales and marketing employees in India. The sample size for the study was 300 sales and marketing employees from different industries.

34. **Dr. A. Velmurugan and Dr. S. Sivakumar (2016)** conducted a study on "Role Stress among Call Centre Employees in India" published in the International Journal of Research in IT and Management. The study aimed to investigate the extent of role stress experienced by call centre employees and the factors contributing to role stress. The sample consisted of 200 call centre employees from different call centres located in Tamil Nadu, India.

35. **Srinivasan and Nathan (2016)** conducted a study titled "Assessment of role stress and job satisfaction among information technology professionals in India" and published it in the International Journal of Social Science and Management Research. The study aimed to assess the levels of role stress and job satisfaction among information technology professionals in India.The study had a sample size of 302 participants, who were selected using a purposive sampling technique from different information technology organizations across India.

36. **Jha, P. K., & Kumar, A. (2014)** conducted a study on "Role stress among employees in Indian banks: A study of selected nationalized banks" which was published in the Journal of Commerce and Management Thought. The study aimed to investigate the level of role stress experienced by employees in nationalized banks in India and to identify the factors contributing to the role stress.

37. **Jain, A. K., & Gupta, N. (2018)** conducted a study titled "Role stress and its impact on job satisfaction and organizational commitment" in the Journal of Hospitality and Tourism Management. The study aimed to

investigate the relationship between role stress and job satisfaction, as well as organizational commitment. The study collected data from a sample size of 260 respondents working in the hospitality industry and analysed it using regression analysis.

38. **V. Kumar and S. Kumar (2017)** conducted a study titled "Impact of role stress on job satisfaction: A study of employees in Indian manufacturing sector", which was published in the International Journal of Applied Business and Economic Research in 2017. The study aimed to investigate the relationship between role stress and job satisfaction among employees in the Indian manufacturing sector. The sample size for the study was 240 employees working in various manufacturing firms in India.

39. **Mishra and Mishra (2018)** Role stress and its impact on job satisfaction among employees of Indian retail industry" by Mishra and Mishra, published in the International Journal of Business and Administration Research Review in 2018. The study aimed to investigate the relationship between role stress and job satisfaction among employees of the Indian retail industry. The study used a sample of 200 employees from various retail organizations in India.

40. **Kumar and Singh (2015),** the study titled "Assessing the impact of role stress on job satisfaction among nurses in Indian hospitals" was published in the International Journal of Health Care Quality Assurance. The study aimed to investigate the impact of role stress on job satisfaction among nurses in Indian hospitals. The study was conducted using a cross-sectional design and involved a sample of 150 nurses from various hospitals in India.

41. **V. Nair and R. Krishnan** conducted a study on "Role stress and job satisfaction among Indian IT professionals: A study of selected software companies in Bangalore", published in the International Journal of Management and Social Sciences Research in 2015. The study aimed to investigate the relationship between role stress and job satisfaction among IT professionals in Bangalore.The study used a sample of 250 IT professionals working in selected software companies in Bangalore.

42. **Kaur, P., & Singh, K. (2016)** conducted a comparative study on the relationship between role stress and job satisfaction among employees in Indian private banks, focusing on HDFC Bank and ICICI Bank. The study was published in the International Journal of Research in Commerce and Management. The study utilized a quantitative research design, with a sample size of 400 employees

43. **Ravi Kumar and Shalini Sharma (2018)** conducted an empirical study titled "Assessment of Role Stress Among Employees in Indian Organizations" in the International Journal of Research in Management & Technology. The study aimed to assess the level of role stress experienced by employees in Indian organizations and to determine the factors that contribute to role stress. The sample size for the study consisted of 250 employees from various Indian organizations.

44. **Kavita Rani and Rajeev Kumar (2017)** conducted a study on "Role Stress and Its Impact on Job Satisfaction: A Study of Indian Manufacturing Firms" published in the International Journal of Industrial Relations and Management. The study aimed to examine the impact of role stress on job satisfaction among employees in Indian manufacturing firms. The data were collected from 250 employees in various Indian manufacturing firms and analyzed using regression analysis.

45. **Sanjay Verma and Renu Sharma (2019)** have conducted a study on "Assessing the Relationship Between Role Stress and Employee Performance" which was published in the Journal of Human Resource Management. The study was conducted in Indian service organizations and had a sample size of 150

employees. The objective of the study was to examine the relationship between role stress and employee performance.

46. **Suman Lata and Saroj Koul (2016**) conducted a study titled "Role Stress and Its Consequences on Job Burnout: A Study of Indian Information Technology Professionals," published in the International Journal of Engineering and Management Research. The study aimed to examine the impact of role stress on job burnout among Indian Information Technology (IT) professionals. The data were collected from 300 respondents working in the IT sector in India, and the statistical tools used were descriptive statistics, correlation analysis, and regression analysis.

47. **Shyam Sundar and Priyanka Singh (2018)** have conducted an empirical study titled "An Empirical Study on Role Stress Among Indian Bank Employees", published in the Journal of Management and Science. The study aimed to investigate the level of role stress experienced by employees in the Indian banking sector and identify the sources of stress that contribute to the same.The study used a sample size of 180 employees from different branches of public sector banks in India.

48. **Sonali Singh and Sunita Singh (2017)** conducted a study on "Role Stress and Its Impact on Organizational Commitment: A Study of Indian Educational Institutions" published in the International Journal of Research in Commerce and Management. The study aimed to explore the impact of role stress on organizational commitment among employees in Indian educational institutions. The sample size for the study consisted of 120 respondents, who were employees of various educational institutions in India.

49. **R. Arun Kumar and K. Anand (2018)** explored the relationship between role stress and job satisfaction in Indian manufacturing firms. The study aimed to investigate the impact of role stress on job satisfaction and to identify the factors that can alleviate the negative effects of role stress. The authors collected data from 250 employees working in various manufacturing firms in India and analysed it using regression analysis.

50. "Role Stress among Information Technology Employees: A Study in India" by **Dr. Chandrani Singh and Dr. Pankaj Madhukar** aims to examine the relationship between role stress and job satisfaction among information technology employees in India. The study collected data from 300 IT employees from various IT companies in India and analysed it using descriptive statistics, ANOVA, and regression analysis. The literature review for this study reveals that role stress has become a major concern for organizations due to its negative impact on employee well-being and job performance. Several studies have identified role ambiguity, role conflict, workload, and lack of control as the main sources of role stress among employees in various industries, including IT. Moreover, research has also explored the relationship between role stress and job satisfaction, indicating that high levels of role stress can lead to decreased job satisfaction among employees.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

A research design is the arrangement of condition for assortment and inquiry of data in a manner that aims to combine relevance to the research problem with economies in a procedure. I have used descriptive research design for my research**.**

Descriptive research includes surveys and fact findings enquiries of different kinds. It basically gives a description of the state as it exists at present. A researcher has no control over the variables so they can only report what has happened and what is happening. It is also called as Ex-post Facto research. We can use survey method for this purpose.

3.2 Methods of Data Collection

A research design is one, which simplifies the framework of plan for the study and adds itself in the quick collection and analysis of data. It is a blue print that has been filled in completing the study.

Data sources are

Primary data

Secondary data

Primary data

The primary data are those which are collected fresh for the first time and thus happen to be original in character. In other words, it is obtained by design to fulfil the data are original in aspect and are also generated in a large number of surveys conducted mostly by government and also by institution and research bodies. The primary data was collected through questionnaire in order to collect first-hand information.

Secondary data

The Secondary data are those which have already been collected for some purpose other than the problem in hand and passed through the statistical process.

Secondary data has been collected through various sources:

Websites, Magazines ,Articles, Newspaper.

3.3 Population

population refers to the entire group of people, events or things of interest. A research population is a well-defined collection of individuals or objects known to have similar characteristics. All individuals or objects within a certain population usually have a common, binding characteristics or traits.

The population of the study is 250

3.4 Sampling Unit

Area of the study refers to Coimbatore city, which has working employees of 120.

3.5 Sample Size

Sample Size refers to the number of respondents.to get a clear view I have conducted my research on 107 people

3.6 Sampling Method

Sample technique refers to the approach or procedure that would adopt in selecting items for the sample. I have used convenient sampling for my research. Convenient sampling is used to choose the fraction of population, which has to be investigated according to his/her own convenience.

3.7 Tools for Data Analysis

The purpose of the data analysis and interpretation is to transform the collected data into credible evidence about the statistical data view that is been calculated based on the research conducted.

The following tools are used in the analysis:

- Percentage analysis
- ANOVA
- Correlation Analysis

PERCENTAGE ANALYSIS

Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 - percent) for better understanding of collected data. Percentage Analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding.

Percentages are useful because people can compare things that are not out of the same number.

PERCENTAGE = NO : OF RESPONDENTS

$$*107$$
_____

TOTAL NO: OF RESPONDENTS

Correlation Analysis

Correlation analysis helps measure the relationship between two variables. It includes techniques such as Pearson's correlation coefficient and Spearman's rank correlation coefficient. Correlation analysis is a statistical method used to measure the strength and direction of the relationship between two variables. Correlation analysis is used to determine whether there is a linear relationship between two variables and to quantify the strength of that relationship. The result of correlation analysis is known as a correlation coefficient, which can range from -1 to +1.

A correlation coefficient of +1 indicates a perfect positive relationship between two variables, which means that when one variable increases, the other variable also increases in a linear fashion. A correlation coefficient of -1 indicates a perfect negative relationship between two variables, which means that when one variable increases, the other variable decreases in a linear fashion. A correlation coefficient of 0 indicates no relationship between two variables.

Correlation analysis can be useful in many fields, including finance, economics, psychology, and biology. However, it is important to note that correlation does not imply causation. Just because two variables are correlated does not mean that one variable causes the other variable to change. Other factors may be involved in the relationship between the two variables. Therefore, it is important to use correlation analysis in conjunction with other statistical methods to fully understand the relationship between two variables.

ANOVA Test

An ANOVA test is a way to find out if survey or experiment results are significant. In other words, they help you to figure out if you need to reject the null hypothesis or accept the alternate hypothesis.

"One-Way" or "Two-Way

One-way or two-way refers to the number of independent variables (IVs) in your Analysis of Variance test.

One-way has one independent variable (with 2 levels).

"Groups" or "Levels"

Groups or levels are different groups within the same independent variable.

If your groups or levels have a hierarchical structure (each level has unique subgroups), then use a nested ANOVA for the analysis.

"Replication"

It is whether you are replicating (i.e., duplicating) your test(s) with multiple groups. With a two-way ANOVA with replication , you have two groups and individuals within that group are doing more than one thing (i.e., two groups of students from two colleges taking two tests). If you only have one group taking two tests, you would use without replication.

Types of Tests.

There are two main types: one-way and two-way. Two-way tests can be with or without replication.

● One-way ANOVA between groups: used when you want to test two groups to see if there is a difference between them.

● Two-way ANOVA without replication: used when you have one group and you are double-testing that same group.

● Two-way ANOVA with replication: Two groups, and the members of those groups are doing more than one thing.

One Way ANOVA

A one-way ANOVA is used to compare two means from two independent (unrelated) groups using the F-distribution. The null hypothesis for the test is that the two means are equal. Therefore, a significant result means that the two means are unequal.

Limitations of the One Way ANOVA

A one-way ANOVA will tell you that at least two groups were different from each other. But it won't tell you which groups were different. If your test returns a significant f-statistic, you may need to run an ad hoc test (like the Least Significant Difference test) to tell you exactly which groups had a difference in means.

Two Way ANOVA

A Two Way ANOVA is an extension of the One Way ANOVA. With a One Way, you have one independent variable affecting a dependent variable. With a Two Way ANOVA, there are two independents. Use a two-way ANOVA when you have one measurement variable (i.e., a quantitative variable) and two nominal variables. In other words, if your experiment has a quantitative outcome and you have two categorical explanatory variables, a two-way ANOVA is appropriate.

Main Effect and Interaction Effect

The results from a Two Way ANOVA will calculate a main effect and an interaction effect. The main effect is similar to a One Way ANOVA: each factor's effect is considered separately. With the interaction effect, all factors are considered at the same time. Interaction effects between factors are easier to test if there is more than one observation in each cell. multiple stress scores could be entered into cells. If you do enter multiple observations into cells, the number in each cell must be equal.

Two null hypotheses are tested if you are placing one observation in each cell.

Assumptions for Two Way ANOVA

- The population must be close to a normal distribution.

- Samples must be independent.

- Population variances must be equal.

- Groups must have equal sample sizes.

RELIABILITY ANALYSIS

The factors that emerged in the questionnaire for collection of responses were tested for internal reliability using Cronbach's alpha which indicates the average inter-item correlation within each of the factors. Those factors resulting in a Cronbach's alpha of 0.7 or greater are generally considered to be reliable and therefore useful for further analysis as part of a specific variable.

3.8 Proposed Model
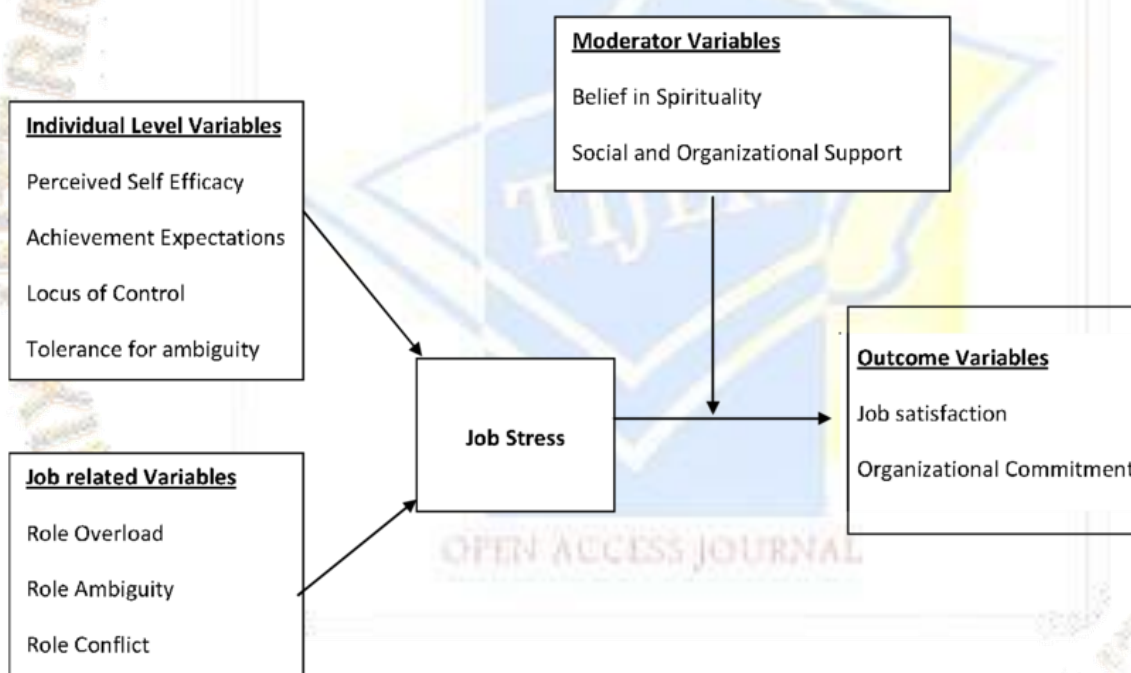
3.8 Scaling Method

1. Nominal Scale.
2. Ordinal Scale.
3. Interval Scale.
4. Ratio Scale.

4.DATA ANALYSIS AND INTERPRETATION

DATA ANALYSIS

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision-making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names and is used in different business, science, and social science domains.

4.1 PERCENTAGE ANALYSIS

Table No.4.1.1

Age Of the Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 years	35	32.7%	32.7%	32.7%
	26 - 30 years	45	42.1%	42.1%	74.8%
	31 - 35 years	24	22.4%	22.4%	97.2%
	Above 35 years	3	2.8%	2.8%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.1,Shows that out of 107 employees 32.7% of employees belong to the age of 20-25 years,42.1% of employees belong to the age 26-30 years,22.4% of employees belong to the age of 31-35 years,2.8% of employees belong to the age of Above 35 years. Hence, the majority of the respondents age group are 26-30 years
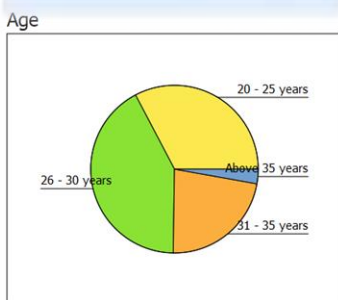
Chart no 4.1.1

Table No.4.1.2

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	68	63.6%	63.6%	63.6%
	Female	39	36.4%	36.4%	100.0%
Total		107	100.0%		

Source: Primary data

Interpretation:

The Above Table 4.1.2,Shows that out of 107 employees 63.6% of the employees belongs to male and 36.4% of the employees belongs to Female. Hence, the majority of the respondents are male
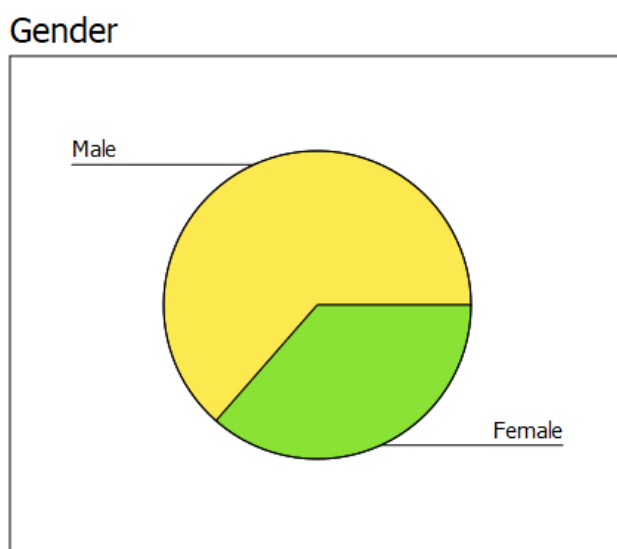
Chart No4.1.2

Gender

Table No4.1.3
Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	59	55.1%	55.1%	55.1%
	Unmarried	48	44.9%	44.9%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.3,Shows that out of 107 employees 55.1% of the employees are Married and 44.9% of the employees are unmarried. Hence, the majority of the respondents are married
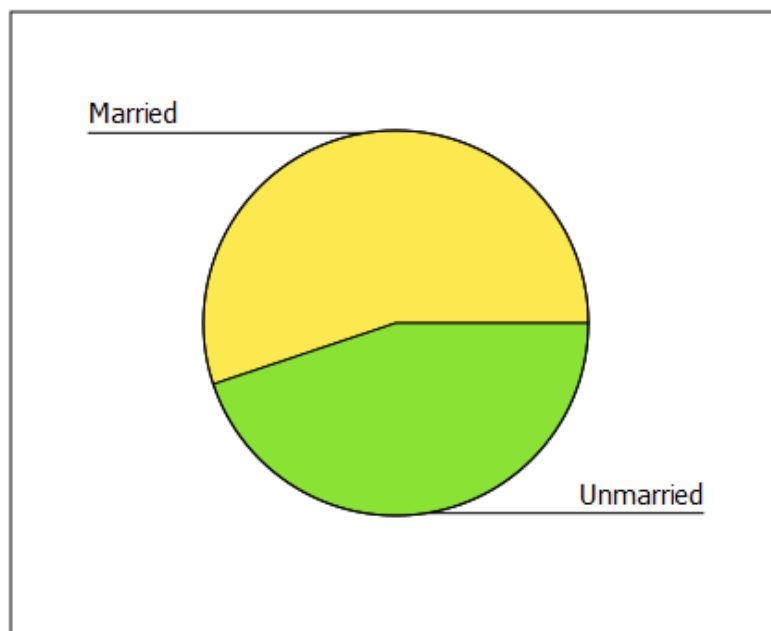
Chart No 4.1.3

Marital Status

Married

Unmarried

Table No 4.1.4

Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 8000	33	30.8%	30.8%	30.8%
	8001 – 10000	45	42.1%	42.1%	72.9%
	10001 – 12000	24	22.4%	22.4%	95.3%
	Above 12000	5	4.7%	4.7%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.4,Shows that out of 107 employees 30.8% are the employees are Below 8000 ,72.9% are the employees are 8001-10000, 22.4% are the employees are 10001 – 12000,4.7% are the employees are Above 12000. Hence, the majority of the respondents income are below 8000
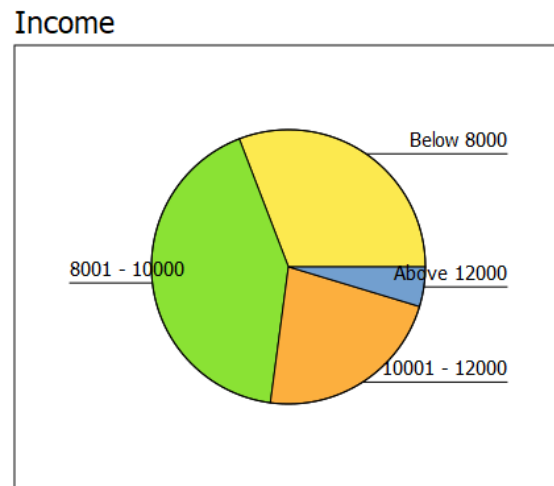
Chart No:4.1.4

Income

Table 4.1.5

Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than one yrs	34	31.8%	31.8%	31.8%
	10 - 15 yrs	44	41.1%	41.1%	72.9%
	15 - 20 yrs	20	18.7%	18.7%	91.6%
	More than 20 yrs	9	8.4%	8.4%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.5,Shows that out of 107 employees 31.8% of the employees are Less than one yrs,41.1% of the employees are 10-15 yrs,18.7% of the employees are 15-20 yrs,8.4% of the employees are more than 20 yrs. Hence, the majority of the respondents Experience are 10-15 years
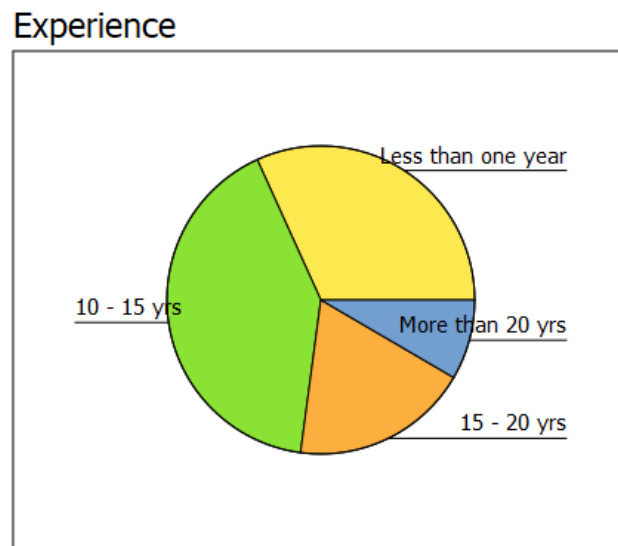
Chart No:4.1.5

Experience

Table 4.1.6

What is the highest absenteeism of a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	10.3%	10.3%	10.3%
	Disagree	19	17.8%	17.8%	28.0%
	Neutral	24	22.4%	22.4%	50.5%
	Agree	30	28.0%	28.0%	78.5%
	Strongly Agree	23	21.5%	21.5%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.6,Shows that out of 107 employees 10.3% are the employees are Strongly Disagree,17.8% are the employees are Disagree,22.4% are the employees are Neutral,28.0 are the employees are Agree,21.5 are the employees are Strongly Agree. Hence, the majority of the respondents are strongly agree with the highest absenteeism of a company.

Chart No:4.1.6

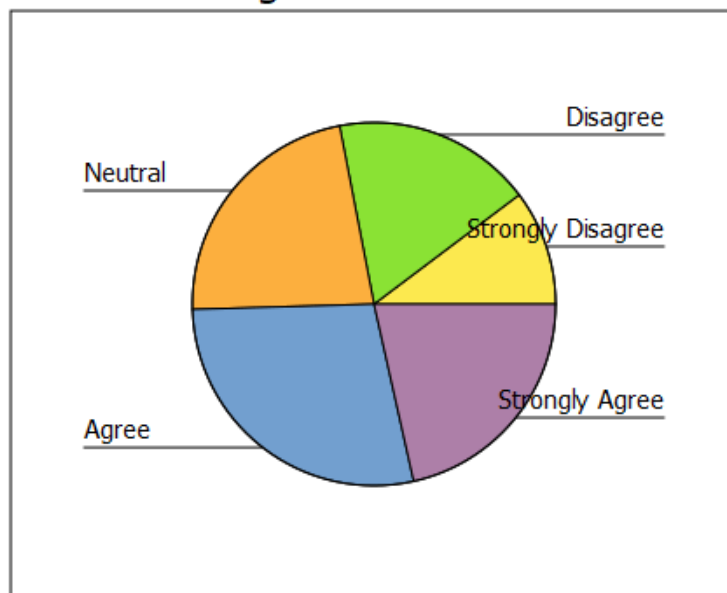## What is the highest absenteeism of a company

Table 4.1.7

Whether Unnecessary work overload is given to you in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	11.2%	11.2%	11.2%
	Disagree	17	15.9%	15.9%	27.1%
	Neutral	22	20.6%	20.6%	47.7%
	Agree	30	28.0%	28.0%	75.7%
	Strongly Agree	26	24.3%	24.3%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.7,Shows that out of 107 employees 11.2% are the employees are Strongly Disagree,15.9% are the employees are Disagree,20.6% are the employees are Neutral,28.0% are the employees are Agree,24.3% are the employees are Strongly Agree. Hence, the majority of the respondents are Neutral with the Unnecessary work over load is given to you in a company

Chart No:4.1.7

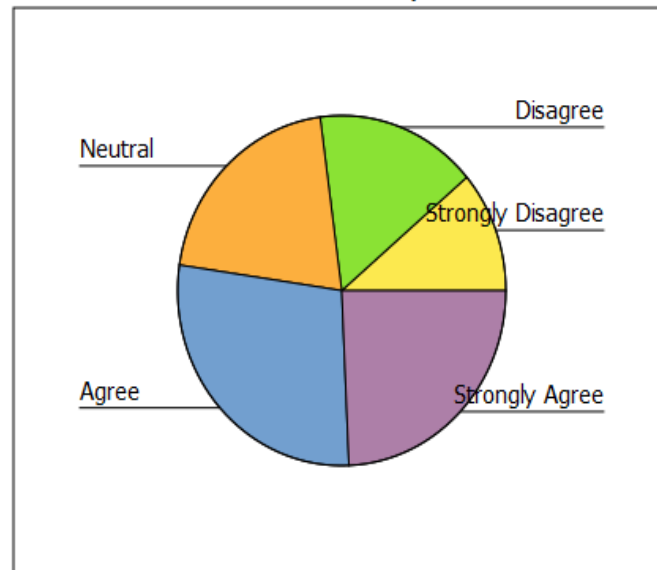Whether the Unnecessary work over load is given to y

Table 4.1.8

The poor motivation of a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	16	15.0%	15.0%	15.0%
	Disagree	16	15.0%	15.0%	29.9%
	Neutral	27	25.2%	25.2%	55.1%
	agree	34	31.8%	31.8%	86.9%
	Strongly Agree	14	13.1%	13.1%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.8,Shows that out of 107 employees 15.0% are the employees are Strongly Disagree,15.0% are the employees are Disagree,25.2% are the employees are Neutral,31.8% are the employees are Agree,13.1% are the employees are Strongly agree. Hence, the majority of the respondents are Agree with the poor motivation of a company.

Chart No:4.1.8

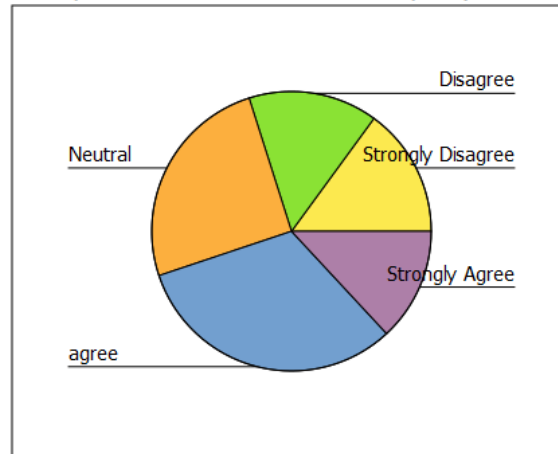
The poor motivation of a company is

Table No:4.1.9

Whether they're providing isufficient salary to the employee

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	8.4%	8.4%	8.4%
	Disagree	16	15.0%	15.0%	23.4%
	Neutral	17	15.9%	15.9%	39.3%
	Agree	40	37.4%	37.4%	76.6%
	Strongly Agree	25	23.4%	23.4%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.9,Shows that out of 107 employees 8.4% are the employees are Strongly Disagree,15.0% are the employees are Disagree,15.9% are the employees are Neutral,37.4% are the employees are Agree,23.4% are the employees are Strongly agree. Hence, the majority of the respondents are Agree with the providing insufficient salary to the employee

Chart No:4.1.6

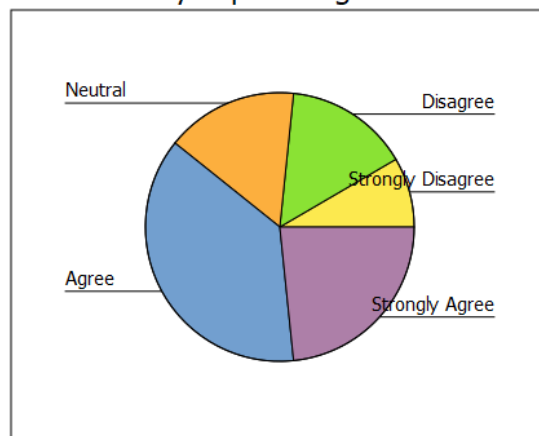Whether they're providing insufficient salary to the em

Table No:4.1.10

Whether they're providing lack in job satisfaction

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	18	16.8%	16.8%	16.8%
	Disagree	14	13.1%	13.1%	29.9%
	Neutral	22	20.6%	20.6%	50.5%
	Agree	22	20.6%	20.6%	71.0%
	Strongly Agree	31	29.0%	29.0%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.10,Shows that out of 107 employees 16.8% are the employees are Strongly Disagree,13.1% are the employees are Disagree,20.6% are the employees are Neutral,20.6% are the employees are Agree,29.0% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the providing lack in job satisfaction.

Chart No:4.1.10

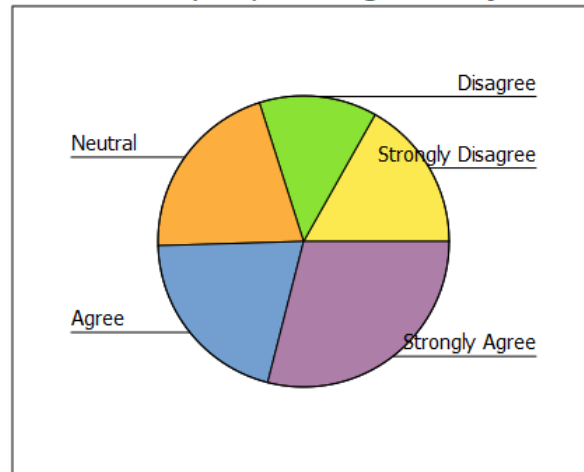Whether they're providing lack in job satisfaction

Table No:4.1.11

Whether it is possible for lack of appreciation in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.8%	2.8%	2.8%
	Disagree	13	12.1%	12.1%	15.0%
	Neutral	28	26.2%	26.2%	41.1%
	Agree	22	20.6%	20.6%	61.7%
	Strongly Agree	41	38.3%	38.3%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.11,Shows that out of 107 employees 2.8% are the employees are Strongly Disagree,12.1% are the employees are Disagree,26.2 are the employees are Neutral,20.6% are the employees are Agree,38.3% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for lack of appreciation in a company.

Chart No:4.1.11

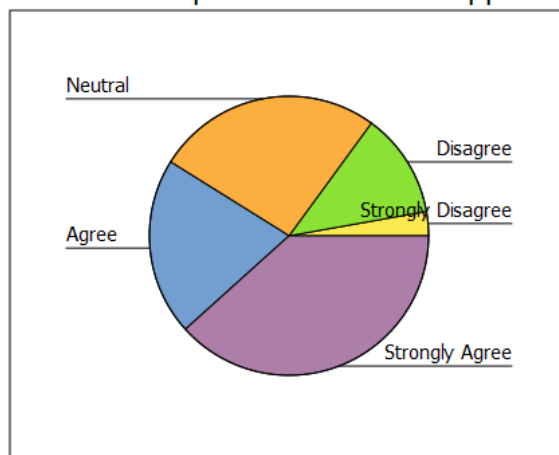Whether it is possible for lack of appreciation in a com

Neutral

Disagree

Strongly Disagree

Agree

Strongly Agree

Table No:4.1.12

Whether it is possible for increased ill-health, accidents and incidents reports for a employee in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	8.4%	8.4%	8.4%
	Disagree	10	9.3%	9.3%	17.8%
	Neutral	20	18.7%	18.7%	36.4%
	Agree	33	30.8%	30.8%	67.3%
	Strongly Agree	35	32.7%	32.7%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.12,Shows that out of 107 employees 8.4% are the employees are Strongly Disagree,9.3% are the employees Disagree 18.7% are the employees are Neutral,30.8% are the employees are Agree,32.7% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for increased ill-health, accidents and incidents reports for a employee in a company

Chart No:4.1.12

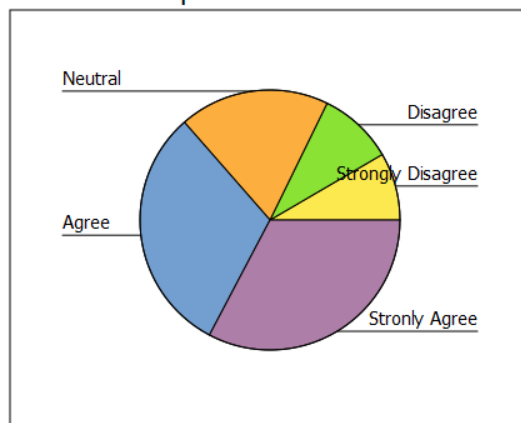Whether it is possible for increased ill-health, accident

Table No:4.1.13

Whether the collection amount is less than the fixed target in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.7%	3.7%	3.7%
	Disagree	12	11.2%	11.2%	15.0%
	Neutral	21	19.6%	19.6%	34.6%
	Agree	39	36.4%	36.4%	71.0%
	Strongly Agree	31	29.0%	29.0%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.13,Shows that out of 107 employees 3.7% are the employees are Strongly Disagree,11.2% are the employees Disagree 19.6% are the employees are Neutral,36.4% are the employees are Agree,29.0% are the employees are Strongly Agree. Hence, the majority of the respondents are Agree with the collection amount is less than the fixed target in a company

Chart No:4.1.13

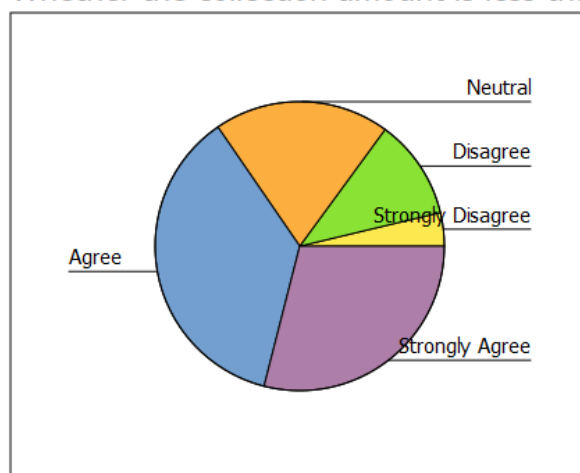Whether the collection amount is less than the fixed t...

Table No:4.1.14

Whether it is possible for lack of adequate preparation, briefing and training for new roles and responsibilities for a employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9%	1.9%	1.9%
	Disagree	3	2.8%	2.8%	4.7%
	Neutral	28	26.2%	26.2%	30.8%
	Agree	28	26.2%	26.2%	57.0%
	Strongly Agree	46	43.0%	43.0%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.14,Shows that out of 107 employees 8.4% are the employees are Strongly Disagree,5.6% are the employees Disagree 18.7% are the employees are Neutral,26.2% are the employees are Agree,41.1% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for lack of adequate preparation, briefing and training for new roles and responsibilities for a employees

Chart No:4.1.14

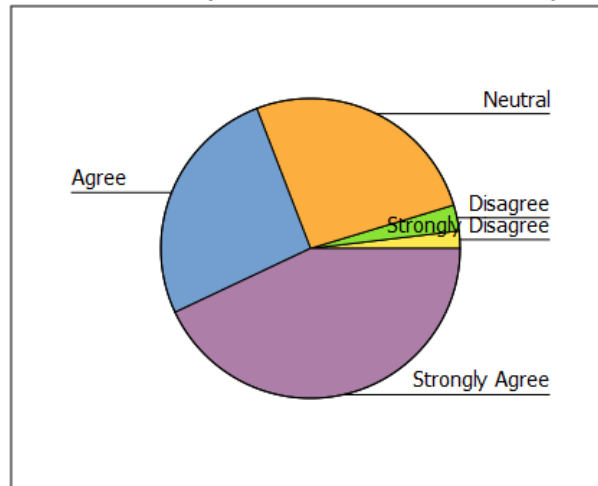Whether it is possible for lack of adequate preparation

Table No:4.1.15

Whether they're providing role ambiguity, role conflict and the lack of responsibilities in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	7.5%	7.5%	7.5%
	Disagree	10	9.3%	9.3%	16.8%
	Neutral	20	18.7%	18.7%	35.5%
	Agree	22	20.6%	20.6%	56.1%
	Strongly Agree	47	43.9%	43.9%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.15,Shows that out of 107 employees 7.5% are the employees are Strongly Disagree,9.3% are the employees Disagree 18.7% are the employees are Neutral,20.6% are the employees are Agree,43.9% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with providing role ambiguity, role conflict and the lack of responsibilities in a company

Chart No:4.1.15

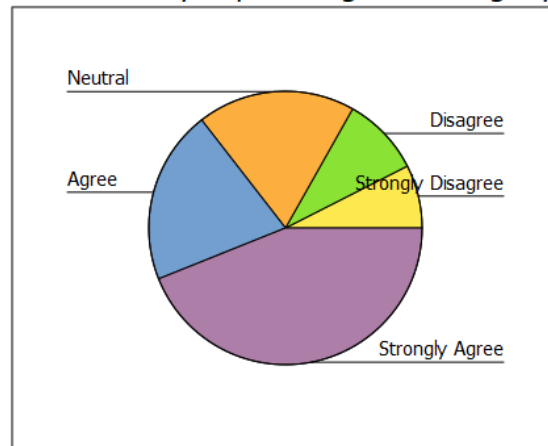

Whether they're providing role ambiguity, role conflict

Table No:4.1.16

Whether it is possible for social support and group conflict in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	5.6%	5.6%	5.6%
	Disagree	9	8.4%	8.4%	14.0%
	Neutral	33	30.8%	30.8%	44.9%
	Agree	26	24.3%	24.3%	69.2%
	Strongly Agree	33	30.8%	30.8%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.16,Shows that out of 107 employees 5.6% are the employees are Strongly Disagree,8.4% are the employees Disagree 30.8% are the employees are Neutral,24.3% are the employees are Agree,30.8% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for social support and group conflict in a company

Chart No:4.1.16

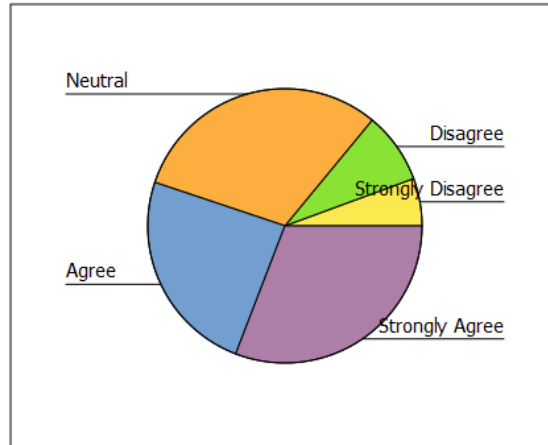Whether it is possible for social support and group cor

Table No:4.1.17

Whether they're providing low status, intrinsic impoverishment, strenuous in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	5.6%	5.6%	5.6%
	Disagree	18	16.8%	16.8%	22.4%
	Neutral	22	20.6%	20.6%	43.0%
	Agree	20	18.7%	18.7%	61.7%
	Strongly Agree	41	38.3%	38.3%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.17,Shows that out of 107 employees 6.5% are the employees are Strongly Disagree,22.4% are the employees Disagree 34.6% are the employees are Neutral,13.1% are the employees are Agree,23.4% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the providing low status, intrinsic impoverishment, strenuous in a company.

Chart No:4.1.17

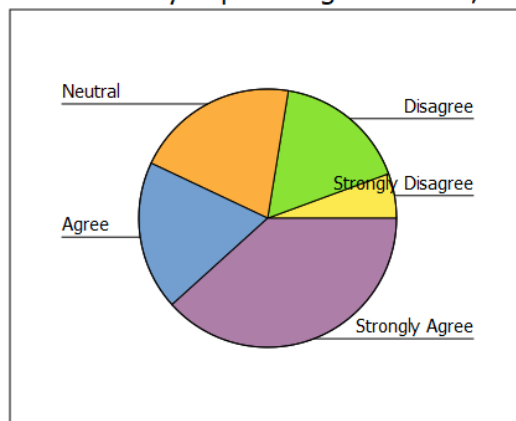Whether they're providing low status, intrinsic impove

Table No:4.1.18

Whether it is possible for working condition and unprofitability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	11	10.3%	10.3%	10.3%
	Disagree	11	10.3%	10.3%	20.6%
	Neutral	28	26.2%	26.2%	46.7%
	Agree	25	23.4%	23.4%	70.1%
	Strongly Agree	32	29.9%	29.9%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.18,Shows that out of 107 employees 10.3% are the employees are Strongly Disagree,10.3% are the employees Disagree 26.2% are the employees are Neutral,23.4% are the employees are Agree,29.9% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for working condition and unprofitability.

Chart No:4.1.18

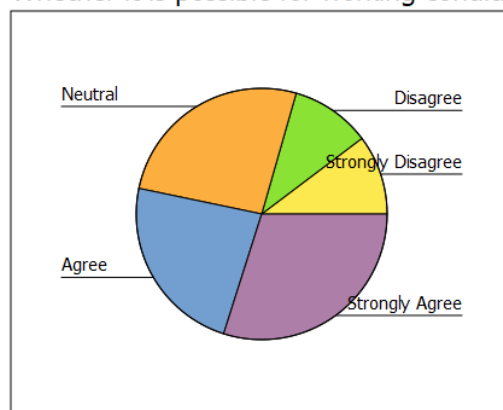Whether it is possible for working condition and unpro

Table No:4.1.19

Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.7%	3.7%	3.7%
	Disagree	9	8.4%	8.4%	12.1%
	Neutral	33	30.8%	30.8%	43.0%
	Agree	21	19.6%	19.6%	62.6%
	Strongly Agree	40	37.4%	37.4%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.19,Shows that out of 107 employees 3.7% are the employees are Strongly Disagree,8.4% are the employees Disagree 30.8% are the employees are Neutral,19.6% are the employees are Agree,37.4% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted.

Chart No:4.1.19

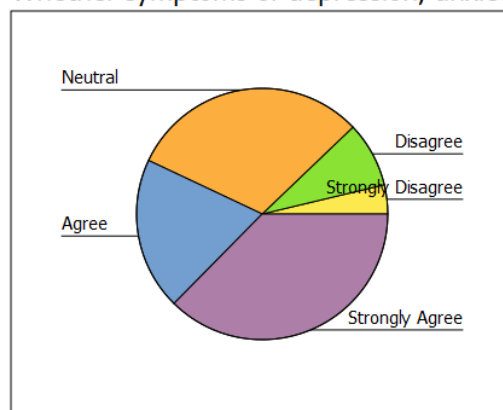Whether symptoms of depression, anxiety, being over

Table No:4.1.20

Whether the higher authority provides negative attitude to the employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.8%	2.8%	2.8%
	Disagree	2	1.9%	1.9%	4.7%
	Neutral	24	22.4%	22.4%	27.1%
	Agree	33	30.8%	30.8%	57.9%
	Strongly agree	45	42.1%	42.1%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.20,Shows that out of 107 employees 8.4% are the employees are Strongly Disagree,2.8% are the employees Disagree 37.4% are the employees are Neutral,15.9% are the employees are Agree,35.5% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the higher authority providing negative attitude to the employees.

Chart No:4.1.20

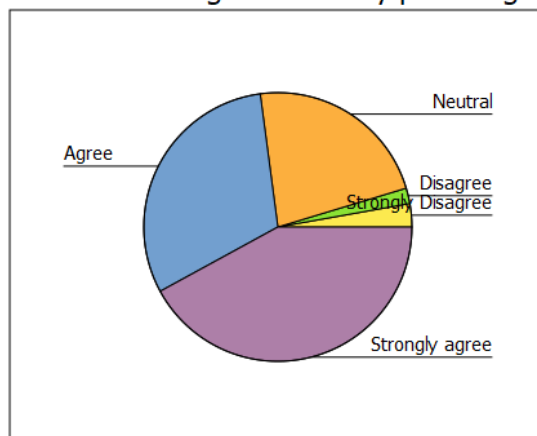Whether the higher authority providing negative attitu

Table No:4.1.21

Whether the higher authority gaining positive attitude to the employee in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.7%	3.7%	3.7%
	Disagree	12	11.2%	11.2%	15.0%
	Neutral	26	24.3%	24.3%	39.3%
	Agree	31	29.0%	29.0%	68.2%
	Strongly Agree	34	31.8%	31.8%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.21,Shows that out of 107 employees 3.7% are the employees are Strongly Disagree,11.2% are the employees Disagree 24.3% are the employees are Neutral,29.0% are the employees are Agree,31.8% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the higher authority gaining positive attitude to the employee in a company.

Chart No:4.1.21

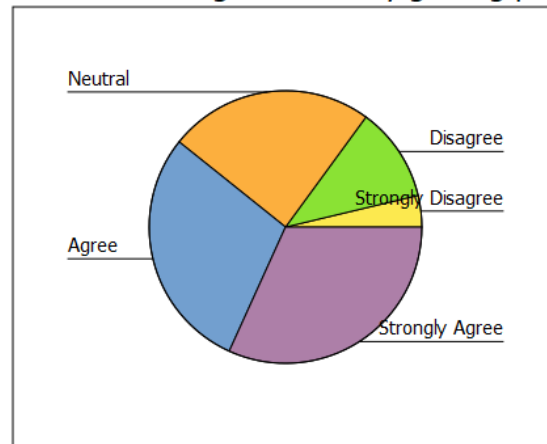Whether the higher authority gaining positive attitude

Table No:4.1.22

Whether they are providing self-motivated with positive attitude to the employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	8.4%	8.4%	8.4%
	Disagree	8	7.5%	7.5%	15.9%
	Neutral	22	20.6%	20.6%	36.4%
	Agree	31	29.0%	29.0%	65.4%
	Strongly Agree	37	34.6%	34.6%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.22,Shows that out of 107 employees 8.4% are the employees are Strongly Disagree,7.5% are the employees Disagree 20.6% are the employees are Neutral,29.0% are the employees are Agree,34.6% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the higher authority gaining positive attitude to the employee in a company.

Chart No:4.1.22

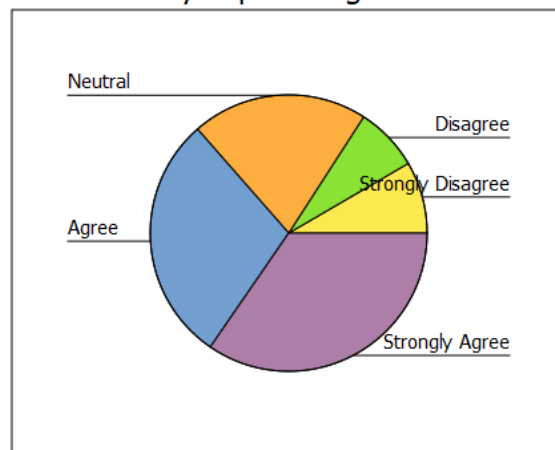Whether they're providing self-motivated with positive

Table No:4.1.23

Whether it is possible for active planning/ organization of workload demands

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.8%	2.8%	2.8%
	Disagree	8	7.5%	7.5%	10.3%
	Neutral	22	20.6%	20.6%	30.8%
	Agree	26	24.3%	24.3%	55.1%
	Strongly Agree	48	44.9%	44.9%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.23,Shows that out of 107 employees 2.8% are the employees are Strongly Disagree,7.5% are the employees Disagree 20.6% are the employees are Neutral,24.3% are the employees are Agree,44.9% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for active planning/ organization of workload demands.

Chart No:4.1.23

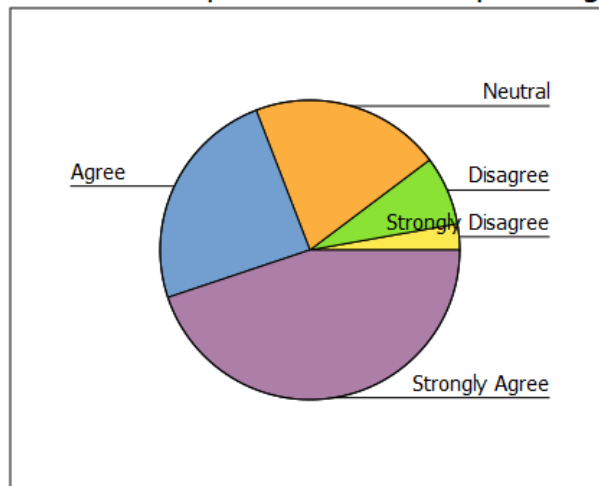

Whether it is possible for active planning/ organizatior

Table No:24

Whether it is possible for time management strategy in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	5.6%	5.6%	5.6%
	Disagree	19	17.8%	17.8%	23.4%
	Neutral	16	15.0%	15.0%	38.3%
	Agree	32	29.9%	29.9%	68.2%
	Strongly Agree	34	31.8%	31.8%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.24,Shows that out of 107 employees 5.6% are the employees are Strongly Disagree,17.8% are the employees Disagree 15.0% are the employees are Neutral,29.9% are the employees are Agree,31.8% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for time management strategy in a company

Chart No:4.1.24

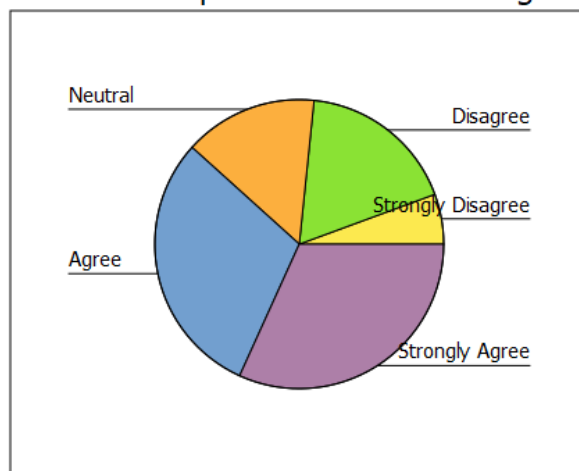

Whether it is possible for time management strategy i

Table No:4.1.25

Whether it is possible for workspace with positive vibes

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.7%	3.7%	3.7%
	Disagree	12	11.2%	11.2%	15.0%
	Neutral	34	31.8%	31.8%	46.7%
	Agree	7	6.5%	6.5%	53.3%
	Strongly Agree	50	46.7%	46.7%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.25,Shows that out of 107 employees 3.7% are the employees are Strongly Disagree,11.2% are the employees Disagree 31.8% are the employees are Neutral,6.5% are the employees are Agree,46.7% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for workspace with positive vibes

Chart No:4.1.25

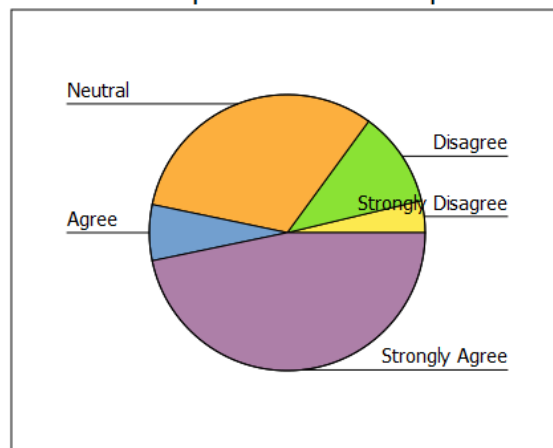Whether it is possible for workspace with positive vibe

Table No:4.1.26

Whether they're providing a solid support network with co-workers for building a employee in the company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.7%	3.7%	3.7%
	Disagree	10	9.3%	9.3%	13.1%
	Neutral	25	23.4%	23.4%	36.4%
	Agree	22	20.6%	20.6%	57.0%
	Strongly Agree	46	43.0%	43.0%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.26,Shows that out of 107 employees 3.7% are the employees are Strongly Disagree,9.3% are the employees Disagree 23.4% are the employees are Neutral,20.6% are the employees are Agree,43.0% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the providing a solid support network with co-workers for building a employee in the company

Chart No:4.1.26

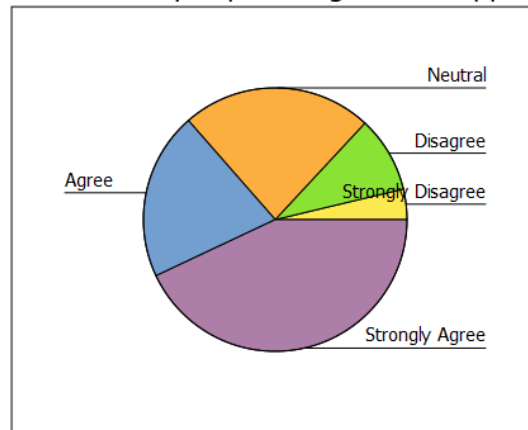Whether they're providing a solid support network wit

Table No:4.1.27

Whether it is possible for taking time to relax at lunch time or exercising in the evening or at week end for a employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	5.6%	5.6%	5.6%
	Disagree	6	5.6%	5.6%	11.2%
	Neutral	31	29.0%	29.0%	40.2%
	Agree	18	16.8%	16.8%	57.0%
	Strongly Agree	46	43.0%	43.0%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.27,Shows that out of 107 employees 5.6% are the employees are Strongly Disagree,5.6% are the employees Disagree 29.0% are the employees are Neutral,16.8% are the employees are Agree,43.0% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the possible for taking time to relax at lunch time or exercising in the evening or at week end for a employees

Chart No:4.1.27

Whether it is possible for taking time to relax at lunch
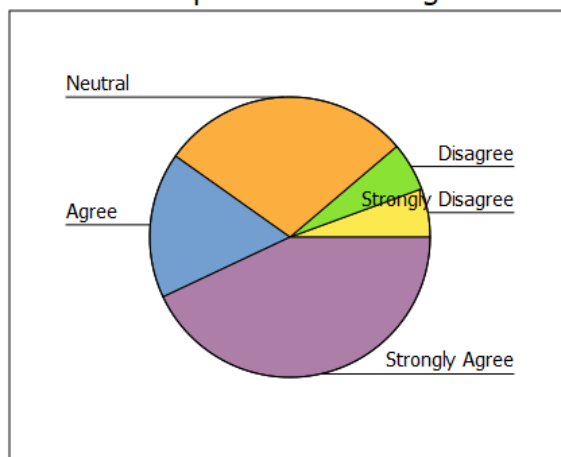

Table No:4.1.28

Whether the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.8%	2.8%	2.8%
	Disagree	10	9.3%	9.3%	12.1%
	Neutral	28	26.2%	26.2%	38.3%
	Agree	20	18.7%	18.7%	57.0%
	Strongly Agree	46	43.0%	43.0%	100.0%
Total		107	100.0%		

Source:Primary data

Interpretation:

The Above Table 4.1.28,Shows that out of 107 employees 2.8% are the employees are Strongly Disagree,9.3% are the employees Disagree 26.2% are the employees are Neutral,18.7% are the employees are Agree,43.0% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company.

Chart No:4.1.28

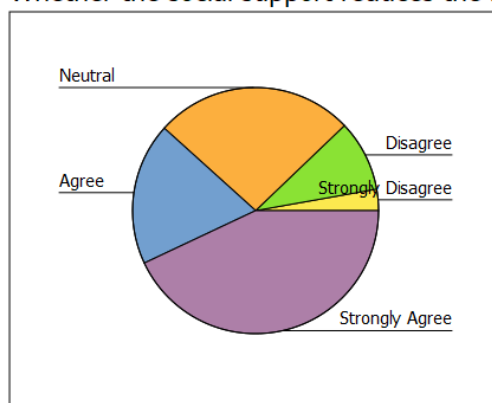Whether the social support reduces the impact of stre

Table No:4.1.29

Whether the humor can strengthen your immune system and boost mood for a employee

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	10	9.3%	9.3%	9.3%
	Disagree	5	4.7%	4.7%	14.0%
	Neutral	31	29.0%	29.0%	43.0%
	Agree	21	19.6%	19.6%	62.6%
	Strongly Agree	40	37.4%	37.4%	100.0%
Total		107	100.0%		

Source:Primary data

**Interpretation:**

The Above Table 4.1.29,Shows that out of 107 employees 9.3% are the employees are Strongly Disagree,4.7% are the employees Disagree 29.0% are the employees are Neutral,19.6% are the employees are Agree,37.4% are the employees are Strongly Agree. Hence, the majority of the respondents are Strongly Agree with the humor can strengthen your immune system and boost mood for a employee

Chart No:4.1.29

Whether the humor can strengthen your immune syst
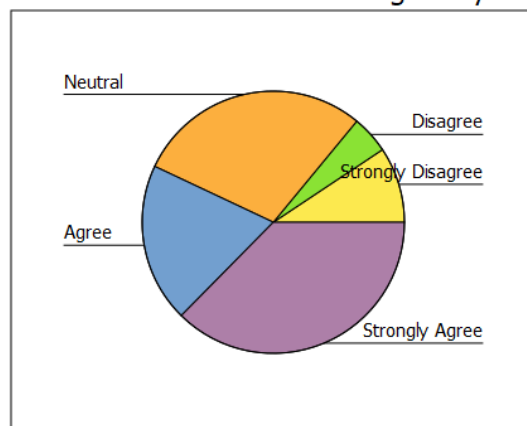
ANOVA

Table No.4.2.1

ANOVA Test for comparing Age with Work-life Balance

		Sum of Squares	df	Mean Square	F	Sig.
What is the highest absenteeism of a company	**Between Groups**	3.03	3	1.01	.46	.709
	Within Groups	225.51	103	2.19		
	Total	228.54	106			
Whether the Unnecessary work over load is given to you in a company	**Between Groups**	1.16	3	.39	.27	.845
	Within Groups	146.74	103	1.42		
	Total	147.91	106			
The poor motivation of a company	**Between Groups**	2.53	3	.84	.72	.541
	Within Groups	120.09	103	1.17		
	Total	122.62	106			
Whether they are providing insufficient salary to the employee	**Between Groups**	1.23	3	.41	.22	.884
	Within Groups	193.91	103	1.88		
	Total	195.14	106			
Whether they are providing lack in job satisfaction	**Between Groups**	1.53	3	.51	.46	.713
	Within Groups	115.38	103	1.12		
	Total	116.92	106			

Interpretation

1. The significance value is 0.709. There is significance relationship between age and What is the highest absenteeism of a company.

2. The significance value is 0.845. There is significance relationship between age and Whether the Unnecessary work over load is given to you in a company.

3. The significance value is 0.541. There is significance relationship between age and the poor motivation of a company

4. The significance value is 0.884. There is a significance relationship between age and whether they are providing insufficient salary to the employee

5. The significance value is 0.713. There is a significance relationship between age and whether they are providing lack in job satisfaction

CORRELATION

Table No.4.3.1

Whether the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company and whether it is possible for social support and group conflict in a company

H0 – There is significance relation between Whether the social support reduces the impact of stressors on health and wellbeing, job satisfaction and whether it is possible for social support and group conflict in a company

H1 – There is no significance relation Whether the social support reduces the impact of stressors on health and wellbeing, job satisfaction Whether it is possible for social support and group conflict in a company

		Whether the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company	Whether it is possible for social support and group conflict in a company
Whether the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company	Pearson Correlation	1	.023
Whether it is possible for social support and group conflict in a company	Pearson Correlation	.023	1

**Correlation is significant at the 0.01 level (2-tailed).	

Interpretation

From the above table Indicates that, the value of Pearson Correlation is 0.023. Hence the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company is weakly correlated with Whether it is possible for social support and group conflict in a company

Table No.4.3.2

Whether it is possible for workspace with positive vibes (daylight, relaxing, chair) and whether they are providing insufficient salary to the employee

H0 – There is significance relation between Whether it is possible for workspace with positive vibes (daylight, relaxing, chair) and whether they are providing insufficient salary to the employee

H1 – There is no significance relation between Whether it is possible for workspace with positive vibes (daylight, relaxing, chair) and whether they are providing insufficient salary to the employee

		Whether it is possible for workspace with positive vibes (daylight, relaxing, chair)	whether they are providing insufficient salary to the employee
Whether it is possible for workspace with positive vibes (daylight, relaxing, chair)	Pearson Correlation	1	0.258
whether they are providing insufficient salary to the employee	Pearson Correlation	0.258	1

**Correlation is significant at the 0.01 level (2-tailed).

Interpretation

From the above table Indicates that, the value of correlation is 0.475. Hence, whether it is possible for workspace with positive vibes (daylight, relaxing, chair) more effectively is weakly correlated with whether they are providing insufficient salary to the employee.

Table No.4.3.3

Whether it is possible for lack of appreciation in a company and Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted.

H0 – There is significance relation between Whether it is possible for lack of appreciation in a company and Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted**.**

H1 – There is no significance relation between Whether it is possible for lack of appreciation in a company and Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted**.**

		Whether it is possible for lack of appreciation in a company	Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted
Whether it is possible for lack of appreciation in a company	Pearson Correlation	1	.235
Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted	Pearson Correlation	.235	1
Correlation is significant at the 0.01 level (2-tailed).			

Interpretation

From the above table Indicates that, the value of correlation is 0.235. Whether it is possible for lack of appreciation in a company and employee retention is weakly correlated Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted.

 Findings

  Percentages Analysis

1.   Majority (42.1%) of the respondents are 26-30 years (Table No 4.1.1, Page no 25).

2.   Majority (62.6%) of the respondents are Male. (Table No 4.1.2, Page no 26).

3.   Majority (55.1%) of the respondents are Married. (Table No 4.1.3, Page no 27)

4.   Majority (42.1%) of the respondents are 8001-10000. (Table No 4.1.4, Page no 28)

5.   Majority (41.1%) of the respondents are10-15 yrs(Table No 4.1.5, Page no 29)

6.   Majority (28.0%) of the respondents are Agree With the highest absenteeism of a company(Table No 4.1.6, Page no 30)

7.   Majority (28.0%) of the respondents are Agree with the Unnecessary work over load is given to you in a company(Table No 4.1.7, Page no 31)

8. Majority (31.8%) of the respondents are Agree with Whether the Unnecessary work overload is given to you in a company(Table No 4.1.8, Page no 32)

9. Majority (37.4%) of the respondents are Agree with the poor motivation of a company(Table No 4.1.9, Page no 33)

10. Majority (29.0%) of the respondents are Strongly Agree with the providing insufficient salary to the employee(Table No 4.1.10, Page no 34)

11. Majority (38.3%) of the respondents are Strongly Agree with the providing lack in job satisfaction. (Table No 4.1.11, Page no 35)

12. Majority (32.7%) of the respondents are Strongly Agree with the possible for lack of appreciation in a company(Table No 4.1.12, Page no 36)

13. Majority (36.4%) of the respondents are Agree with the possible for increased ill-health, accidents and incidents reports for a employee in a company(Table No 4.1.13, Page no 37)

14. Majority (40.2%) of the respondents are Strongly Agree with the collection amount is less than the fixed target in a company(Table No 4.1.14, Page no 38)

15. Majority (43.9%) of the respondents are Strongly Agree with the possible for lack of adequate preparation, briefing and training for new roles and responsibilities for a employee(Table No 4.1.15, Page no 39)

16. Majority (30.8%) of the respondents are Strongly Agree with providing role ambiguity, role conflict and the lack of responsibilities in a company(Table No 4.1.16, Page no 40)

17. Majority (34.6%) of the respondents are Strongly Agree with the possible for social support and group conflict in a company(Table No 4.1.17, Page no 41)

18. Majority (29.9%) of the respondents are Strongly Agree with the providing low status, intrinsic impoverishment, strenuous in a company. (Table No 4.1.18, Page no 42)

19. Majority (37.4%) of the respondents are Strongly Agree with the possible for working condition and unprofitability. (Table No 4.1.19, Page no 43)

20. Majority (35.5%) of the respondents are Strongly Agree with the depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted. (Table No 4.1.20, Page no 44)

21. Majority (31.8%) of the respondents are Strongly Agree with the higher authority providing negative attitude to the employees. (Table No 4.1.21, Page no 45)

22. Majority (34.6%) of the respondents are Strongly Agree with the higher authority gaining positive attitude to the employee in a company.(Table No 4.1.22, Page no 46)

23. Majority (44.9%) of the respondents are Strongly agree with the possible for active planning/ organization of workload demands. (Table No 4.1.23, Page no 47)

24. Majority (31.8%) of the respondents are Strongly Agree with the possible for time management strategy in a company(Table No 4.1.24, Page no 48)

25. Majority (46.7%) of the respondents are Strongly agree with the possible for workspace with positive vibes(Table No 4.1.25, Page no 49)

26. Majority (43%) of the respondents are Strongly Agree with the providing a solid support network with co-workers for building a employee in the company(Table No 4.1.26, Page no 50)

27. Majority (43.0%) of the respondents are Strongly Agree with the possible for taking time to relax at lunch time or exercising in the evening or at week end for a employees(Table No 4.1.27, Page no 51)

28. Majority (43.0%) of the respondents are Strongly Agree with the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company. (Table No 4.1.28, Page no 52)

29. Majority (37.4%) of the respondents are Strongly Agree with the humor can strengthen your immune system and boost mood for a employee(Table No 4.1.29, Page no 53)

5.1.2 Findings of One way Annova

1. From the table 4.2.1 Indicates that the significance value is 0.709. There is significance relationship between age and What is the highest absenteeism of a company.

2. From the table 4.2.1 Indicates that the significance value is 0.845. There is significance relationship between age and Whether the Unnecessary work over load is given to you in a company.

3. From the table 4.2.1 Indicates that the significance value is 0.541. There is significance relationship between age and the poor motivation of a company

4. From the table 4.2.1 Indicates that the significance value is 0.884. There is a significance relationship between age and whether they are providing insufficient salary to the employee

5. From the table 4.2.1 Indicates that the significance value is 0.713. There is a significance relationship between age and whether they are providing lack in job satisfaction

5.1.2 Findings of Correlation

From the table (4.3.1) Indicates that, the value of Pearson Correlation is 0.023. Hence the social support reduces the impact of stressors on health and wellbeing, job satisfaction and illness risk of a employees in a company is weakly correlated with Whether it is possible for social support and group conflict in a company.

From the table (4.3.2) Indicates that, the value of correlation is 0.475. Hence, whether it is possible for workspace with positive vibes (daylight, relaxing, chair) more effectively is weakly correlated with whether they are providing insufficient salary to the employee.

From the table (4.3.3) Indicates that, the value of correlation is 0.235. Whether it is possible for lack of appreciation in a company and employee retention is weakly correlated Whether symptoms of depression, anxiety, being overly concerned, sleep disturbances, and feeling exhausted.

5.2 Suggestion

Assessment of role stress among employees is a crucial area of research in the field of organizational behaviour. Role stress can have negative consequences on the physical and mental health of employees, as well as on their job satisfaction and performance. Therefore, understanding the causes and consequences of role stress is essential for creating a healthy and productive work environment.

The study would aim to assess the levels of role stress experienced by employees in various job roles and industries. The research would involve a thorough analysis of the factors contributing to role stress, including workload, role ambiguity, role conflict, lack of control, and insufficient support from colleagues and supervisors.

The research would employ various data collection methods such as surveys, interviews, and focus groups to obtain the necessary information from the employees. The data collected would be analyzed using statistical techniques to identify patterns and relationships between the various factors contributing to role stress.

The study would also explore the impact of role stress on employees' physical and mental health, job satisfaction, and performance. The research would help organizations identify the areas where employees are experiencing high levels of role stress and develop strategies to reduce its impact.

Finally, the study would provide recommendations for organizations to mitigate the negative consequences of role stress on their employees. These recommendations could include providing training and resources to help employees manage their workload and increase their control over their work, improving communication and support from supervisors, and promoting a culture of work-life balance and well-being.

In conclusion, the assessment of role stress among employees is a critical area of research that can help organizations create a healthy and productive work environment. The study would provide valuable insights into the causes and consequences of role stress and offer recommendations to mitigate its negative impact on employees' well-being and job performance.

5.3 Conclusion

In conclusion, assessing role stress among workers is a significant field of research that can offer insightful information on the causes of role stress and its effects on workers' health and productivity. The study can assist organizations in identifying the areas where staff members encounter high levels of role stress and in formulating plans to lessen its adverse effects. The project will use a variety of data-gathering techniques, including surveys, interviews, and focus groups, to compile complete data on the causes and effects of role stress. Utilizing statistical methods, data analysis can reveal trends and connections between the elements causing job stress.

The study's findings can help organizations make decisions about how to create a healthy and effective workplace, such as offering employees training and tools to help them manage their workload and exert more control over it, enhancing communication and support from their managers, and encouraging a work-life balance and well-being culture. In general, organizations can establish a good and encouraging work environment with the aid of employee role stress assessments, which will enhance worker performance, job satisfaction, and well-being. The study can serve as a springboard for further investigation and aid in the creation of practical countermeasures to the detrimental effects of role stress at work.

5.4 Scope for further research

Longitudinal studies: Conducting longitudinal studies that track the role stress experienced by employees over an extended period can provide valuable insights into how role stress changes over time and its long-term impact on employee well-being and job performance.

Cross-cultural studies: Conducting cross-cultural studies that compare the role stress experienced by employees in different cultures and countries can provide valuable insights into the cultural factors that contribute to role stress and how to mitigate its impact on employee well-being and job performance.

Intervention studies: Conducting intervention studies that test the effectiveness of different strategies to reduce role stress and improve employee well-being and job performance can provide valuable insights into the most effective strategies for managing role stress in the workplace.

Technology-related studies: Conducting studies that examine how the use of technology in the workplace impact's role stress and how to mitigate its negative consequences can provide valuable insights into the role of technology in managing role stress.

Industry-specific studies: Conducting industry-specific studies that examine the unique factors contributing to role stress in different industries can provide valuable insights into how to manage role stress in specific work environments.

In conclusion, there are several areas of research that can build on the findings of the study about the assessment of role stress among employees. Further research can provide more in-depth insights into the factors contributing to role stress and how to mitigate its impact on employee well-being and job performance in different contexts.

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