

Entrepreneur's Organization: A Systematic Analysis of Job Stress Arises on Employees

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ABSTRACT: Stress is becoming a prevalent phenomenon in society today and individuals and businesses should be concerned about how to handle it better. This adds to the Stress especially in emerging countries like India due to the expectations of success in the context of rapid economic and technological development. The global corporation is in the freelancing sector and employs information workers who are under constant job pressure. Consequently, the organization must identify internal and external stressors and to assist the employees in overcoming stressful situations. The primary goal of this research is to survey work-related stress variables of private sector workers. Other goals include quantifying job stress based on the activities which are performed in any organization related to a work culture that is becoming the reason for stress. To achieve these goals, a survey was conducted by developing a standardized closed and open questionnaire with various data collection. The survey was conducted using convenient sampling with quantitative approaches and statistical data will be use to determine the employee's opinion towards the entrepreneur organization and the reason for the job stress on employees which also helps in future to understand the reasons behind the stress.

Keywords: Employees, Entrepreneur, Job Stress, Organization, Work Place.

1. INTRODUCTION

The concept of stress can be traced back to antiquity. The word "Stringere" comes from the Latin word "Hardship," which means "strain," "adversity," or "affliction." Occupational Stress has been a cause of fear for organisations and clients in industries. Professional Stress is an austere problem in various firms. In recent years, the expense of professional Stress has risen dramatically in many firms [1]. Perception of job loss and instability, long hours of sitting or lifting heavy, a dearth of shelter, the complication of repeated activities, and lacks of workplace self-sufficiency all contribute to work-related stress [2]. Deficiency of properties and apparatus, as well as labour patterns such as working extra or late, as well as the organisational climate, all underwrite underlying Stress [3]. Operative dissatisfaction, employment movement, exhaustion, poor work performance, and ineffective interpersonal interactions are all factors to take into account connections are all linked to workplace Stress.

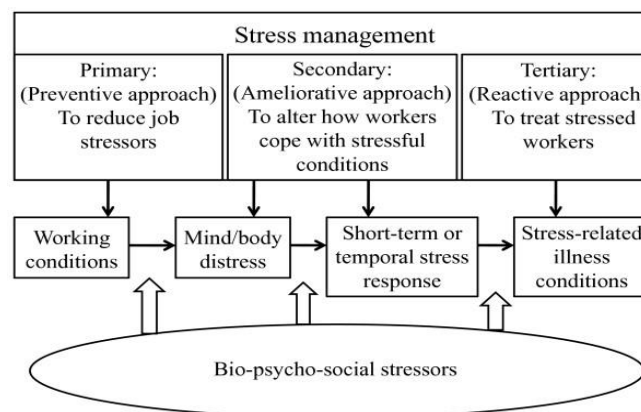


Figure 1: The Job Stress Procedure and Systemic Method for Stress Management [4].

Figure 1 depicts the process of occupational stress development and a comprehensive method to stress reduction. Workplace stress can be acknowledged by trying to integrate occupational health, safety, preventive care, and other strategies, such as physiological medicine. Stress can result from several work- and non-work-related conditions, and it can be answered by integrating the health of employees, safety, preventive care, and other techniques, such as psycho-physiological treatments. Physiological (e.g., raised blood pressure, depression), or behavioural responses are all examples of short-term and transient responses (e.g., excessive alcohol drinking).

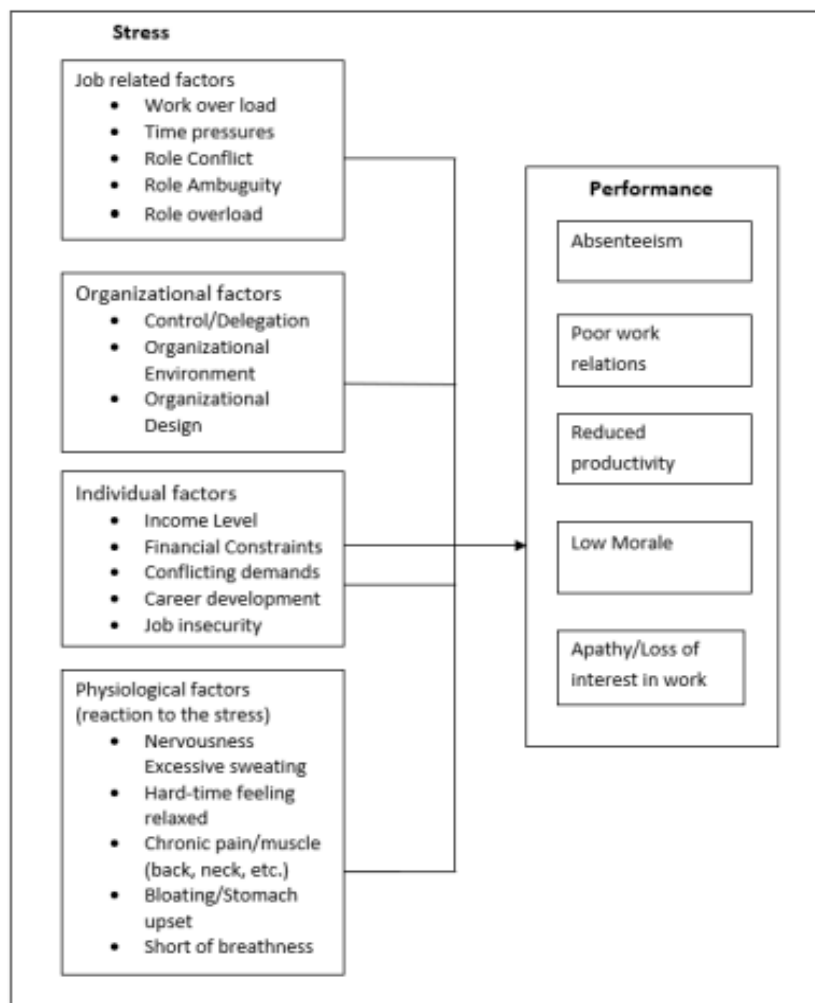


Figure 2: The process that helps to understand the step of the job stress framework [5].

The associations of the variable in this research are shown in the following Figure 2 framework, which is articulated the aims to be reached. Similarly, interventions such as recognising the indications of Stress, finding plausible sources for the indicators, and establishing a possible-proposed solutions for each sign are needed, according to the authors [6]. Stress is a person's adaptive response to the external environment that causes physical, mental, and behavioural change [7]. The environment, physiological stressors, social stressors, and views are the four main sources of stress. Stress levels have risen in today's society as a result of urbanisation and globalisation, which has resulted in cutthroat competition. Stress is an unavoidable element of modern life; the workplace has evolved into a volatile stress factory for the majority of employees, and the Age of Anxiety has arrived [8]. Though stress is harmful to humans in a variety of ways, not all pressures are harmful. A healthy dose of stress can help you rediscover your enthusiasm for work, unlock your hidden talents, and even spark new ideas [9]. Professional stress is a dynamic situation in which a person is presented with an occasion, petition, or supply that is connected to what they desire and whose conclusion is both uncertain and critical. Psychological stressors have an emotional, cognitive, behavioural, and psychological impact on one's health [10]. Role ambiguity, role conflict, role overload, and difficult working situations all have beneficial effects and there are common sources of stress [11]. The sort of work provided to employees is also a stress factor, and those who are assigned work that is connected to them are better equipped to manage stress than those who are assigned unrelated work [12]. A mismatch between an individual's talents and capabilities and the anxieties of his or her

occupation, as well as a mismatch in when it comes to a person's actions needs not really being met, addressed by his or her work environment, has been classified as organisational stress [13]. The belief that occupational stress refers to environmental elements or stressors like work-overload, character ambiguity and bad occupied environments in a certain job [14].

People in today's world experience some level of stress daily, which can be known, unknown, positive or negative, and so on. People experience stress in their daily lives as a result of the tasks they must complete. Individuals must develop ways and means of efficiently managing stress, which can be caused by a variety of variables such as psychological, social, and physiological illnesses [15]. With time and effort, the needs and supplies at work rose as the economy changed. Computers make our lives easier with innovation and technology because of their increased efficiency. However, we carried out our day-to-day operations under rushed work-life conditions [16]. People were stressed at work as a result of all of this. Employee demands and feelings have shifted as a result of globalisation at work. Employees at work were experiencing some emotional and psychological stress as a result of their daily goals. Employees may become irritated and unable to concentrate on their given work as a result of long-term emotional stress [17]. The study focuses on these concerns since they are more prevalent in private-related industries. Because of deadlines, desire for high performance, employee shortages, and threats from competitors, the top three sectors experience job stress.

2. LITERATURE REVIEW

R. Vaidya et al. explained about the physiological, psychological, and performance effects of stress on an organization's human resources are substantial. Because of the energetic common circumstances and lifetime styles variations, the researchers' contribution to strain was significant. The authors stated that stress has certain negative health consequences, but not all pressures are harmful. The good-stress-eustress produces a constructive response to Stress that motivates an individual to attain and conquer a problem, allowing them to perform to the good of her ability. The purpose of their study was to bring attention to the widely ignored subject of "Stress" and its consequences on personnel at an International-Agricultural-Research-Institute in Hyderabad, Telangana, India, as well as to recommend appropriate coping mechanisms. The authors surveyed 200 institute employees to examine job-related, organizational-related, physiological reactions and individual-related stress, as well as their impact on employee performance. They used descriptive analysis, correlation approaches, and regression analysis in their study. The consistency statistic Cronbach's alpha is used to assess the reliability of the scale employed in this study as well as the internal consistency of the survey questionnaire [18].

Norbert K Semmer explained about the interventions aimed at improving health by modifying the organisation of work in terms of task characteristics, working circumstances, and social aspects have shown promise, but their findings have been inconsistent, and many studies do not take advantage of their methodological potential. Interventions at the organisational level, it is suggested, are more likely to have a more diverse effect than interventions at the personal level, due to the larger number of subsystems with possibly divergent interests. Even well-implemented treatments are unlikely to enhance all parameters for all participants, therefore trade-offs must be taken into account. Improvements in methodology are required, but they should not only focus on design flaws but also on meticulous documentation and subgroup analyses. The most promising strategy is a blend of person- and organization-focused techniques. Their research suggests that economic arguments for health promotion project adoption are ineffective; the importance of professional trust is thus highlighted [19].

D. S. Conner and S. C. Douglas explained the concept of bureaucratic orientation, about proposed a classic that depicts the connexion between work stresses, organisational erection, and feeling draining. After a quick a survey of the literature on stress and structure survey of the literature on stress and structure, the authors came up with some theories regarding regarding-organizationally-induced stressors that are aided by mechanical or organic structures. The authors' model illustrates the influence of members' administrative positioning on the structurally produced stressor strain link. Employees in highly mechanical structures are said to experience distinct stressors than those in highly organic organisations. Their prototype also demonstrated how organizationally-induced stressors like role conflict and indistinctness operate as mediators in the structure-strain connection. The level to which these pressures produce perceived strain is influenced by employees' predispositions for dominance, accomplishment, ambiguity, autonomy and control. Created on the ideal and arguments provided, suppositions and recommendations for further study are offered. Their research is the first to urge that employee bureaucratic orientation and organisational structure be taken into account when considering person-organization right and work stress. Because of their implications for developing person-organization suitable and minimising job Stress, the suggestions given are of interest to specialists and scholars [20].

Research Question:

- What is the amount of job stress among employees at the Entrepreneur's organisation?
- What is the value of the job stress index for private-sector employees?
- What is the association between demographic characteristics and employee job stress at Entrepreneur's company?

3. METHODOLOGY

3.1 Design:

Typically, job stress refers to the amount of emotional and physical effort assigned to a worker. Positive and negative stress exist, with positive stress providing satisfaction regardless of negative stress. When it comes to negative stress, refers to employees who are bored, obstinate, or irritable as a result of a heavy workload, a lack of leisure time, or a lack of family relationships, among other factors that affect employee happiness at work. Depending on the time and situation in which the author is performing the activity, job stress might be known or unknown. Known stress refers to activities such as mergers and acquisitions, whereas unknown stress refers to Stress that arises as a result of another job activity. Different workers in varied firms, sectors, and industries will experience different levels of job stress. In this study, the author focused on the stress that is facing by employees in organizations.

3.2 Sample:

A descriptive study was conducted utilising a standardised questionnaire and a suitable sampling procedure. For the study, a total of 267 employees were considered. Primary data was gathered using a standardised questionnaire that includes questions which help to understand the factors that are facing the employees in organizations which becoming the reason for the stress. The data will be represented in the form of graphs and tables for better understanding.

3.3 Instrument:

The factors that influence job stress were obvious, but for this study, the structured questionnaire yielded the following five assertions, which were used to calculate the JSI. The Job Satisfaction Index was calculated using the following factors: workload, employee interests, health, interest in new things for releasing stress, mode of Commutation and job rotation. All five claims were given the same measuring scale, which was a five-point Likert scale. The JSI is calculated from the five factors listed above using the method below, with each variable labelled as A1, A2 ... etc.

Where;

A1: Denoted workload

A2: Denotes employee interests

A3: Denotes health, stress level

A4: Denotes job rotation

A5: Denoted interest in new things for releasing stress

A6: Denotes Mode of Commutation

3.4 Data Collection:

After taking the data through the questionnaire which will be represented in the table form. Table 1 shows the findings of the types of stress which represent the category range of stress which are further divided into low stress, no stress, High stress and Moderate Stress. Table 2 shows the Job Stress Index of Employees which represents the option for different kinds of stress through the percentage of the respondents and the number of respondents. Table 3 shows the information about changing the shift duty of the workers by taking the opinion of the respondents. Table 4 shows information about the comfort in the present Shift of workers by taking the opinion of the respondents in the form of

Yes and No. Table 5 shows the Information about getting time for other Interests by taking the opinion of the respondents through the level of hardness, rare, often and always. Table 6 shows the Information about Mode of Commutation like Personal vehicle, Public transport and Company cab.

Table 1: Illustrating the category range of the codes according to the stress level.

Category Range	Category	Code
Low stress	5-9	1
No stress	10-14	2
High stress	15-19	3
Moderate Stress	20-25	4

Table 2: Illustrating the Job Stress Index of Employees

Option	% of the Respondents	No. of the Respondents
No stress	13%	35
Low stress	56%	150
Moderate stress	28%	76
High stress	2%	6
Total	100%	267

Table 3: Illustrating the Information about Changes in the Shift of Workers.

Opinion	No. of Respondents	% of Respondents
Yes	202	75%
No	65	25%
Total	267	100%

Table 4: Illustrating the Information about comfort in the present Shift of workers.

Opinion	No. of Respondents	% of Respondents
Yes	93	34%
No	174	66%
Total	267	100%

Table 5: Illustrating the Information about getting time for others interested in new things for releasing stress.

Opinion	No. of Respondents	% of Respondents
Hardly	113	42%
Rare	62	23%
Often	32	12%
Always	60	23%
Total	267	100%

Table 6: Illustrating the Mode of Commutation

Mode	No. of Respondents	% of Respondents
Personal vehicle	50	19%
Public transport	74	28%
Company cab	141	53%
Total	267	100%

3.5 Data Analysis:

In this study taking the feedback through the questionnaire and collecting data from the 267 employees and asked questions based on based on the category range of the codes according to the stress level, Job Stress Index of Employees, Changes in Shift of workers, comfort in present Shift of workers, time for other Interests, and the mode of the commutation which is present in the different tables. After analysing the data Table 7 helps to understand the experience and the workload according to the year's basis as well as based on the day wise.

Table 7: Illustrating the Cross Table for Experience and Work Load.

Workload/ work experience	1-2years	2-3years	3-5years	>5years	Total
On everyday	35	22	8	8	73
On a particular day	72	31	20	12	135
Occasionally	7	14	20	20	58
Never	0	0	0	0	0
Total	114	67	48	38	267

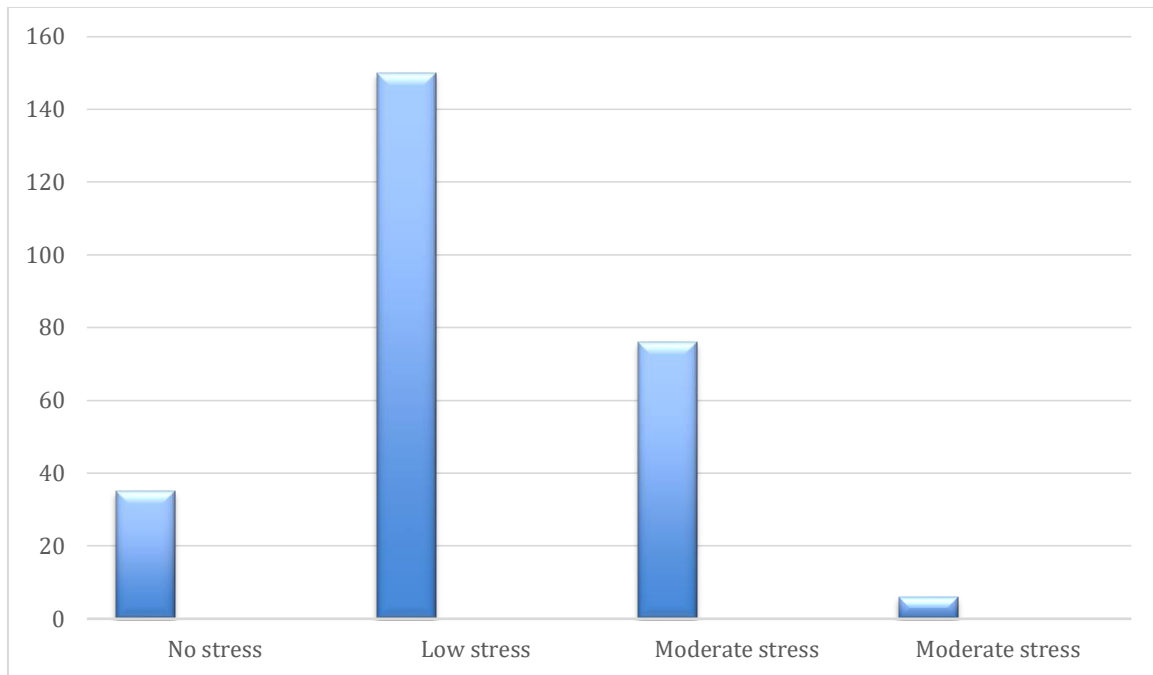


Figure 3: This graph shows the Job Stress Index in the Different Stages after Analysed.

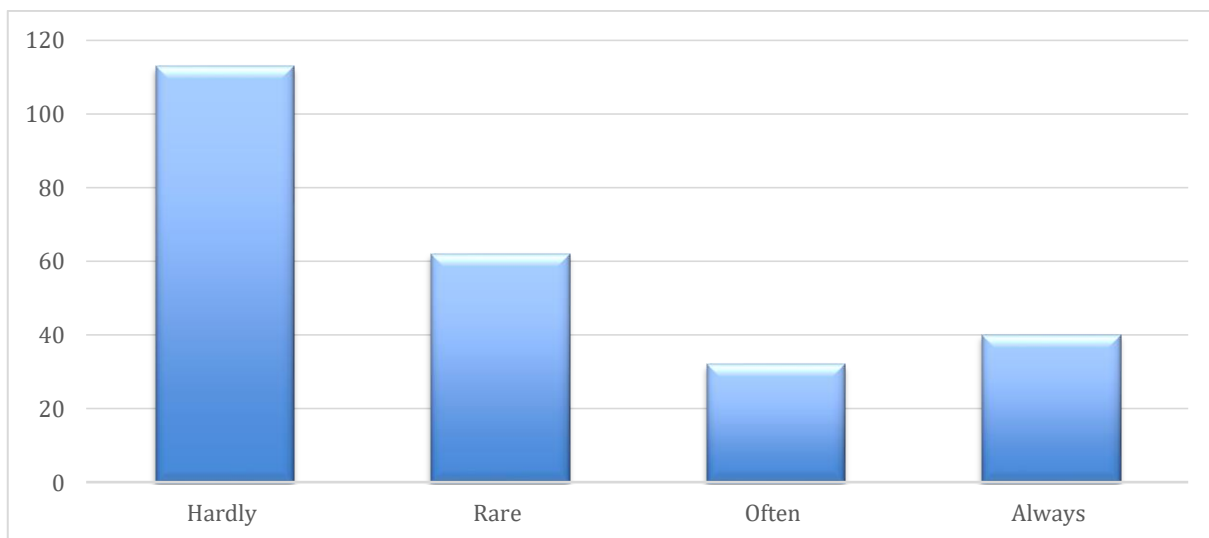


Figure 4: This represents the Information about getting time for other Interests.

4. RESULT AND DISCUSSION

Stress has become a modern worry that is an employment hazard that will be addressed instantaneously. There is no "one-size-fits-all" answer to Stress management because the specific retains control over their lifestyle, emotions, and thoughts and how they deal with situations. Eliminate the stressful situation as much as possible, and schedule some relaxation time. As a first step, identify the real sources of stress. According to the findings of this study, overall stress caused by the aforementioned stressors has a negative and moderate impact on performance. The institute's employees are most concerned about their job security. Job stability, time constraints, workload, and functional variables-chronic backbone agony and panic response to stress are the most common causes of moderate stress. Employees were less stressed at the company, as shown in Figure 3, representing that no stress contains 13%, 56% of respondents having low stress, 28% of respondents having Moderate stress and 2% of respondents having 2% and Figure 4 represents the Information about getting time for other Interests in which 42% respondents having Hardly interested in new things for releasing stress, 23% respondents having rare interested in new things for releasing stress, 12% respondents having often interested in new things for releasing stress and 23% respondents having always interested in new things for

releasing stress. These challenges must be handled by the institute's administration. Ergonomics is a science that analyses the communication between humans and other aspects of the system and designs to enhance human well-being and whole system performance using theory, ideas, data, and methodology. Proper solutions must be established, taking into account working on flexible hours, interpersonal relationships, and supervision, as well as employee participation in stress management.

5. CONCLUSION

Many multinational corporations are turning to outsourcing as a key strategy for diversifying their operations, reducing monotonous labour such as data entry, reducing staff, lowering operational expenses, and focusing on core business. Employees consider the goal of doing more work in less time as a bad element. They argue that such goals lower morale and lead to work unhappiness. Employees believe that variances in the quantity of work they do daily will have an impact on the quality of their job. Employees report a moderate degree of stress. Constant monitoring, pressure to work quickly, lack of role stagnancy, inconvenient shifts, unequal work allotments, lack of time to spend with family, lack of time to engage in their own and personal hobbies, and lack of time to spend in social and religious activities are all sources of stress. Respondents mentioned a variety of motivating elements for coping with stress, including a clean and dynamic work atmosphere, ample time to spend with family and friends, and financial and non-monetary incentives for fresh talent. Most employees expressed a need for leisure games, a cafeteria, and a counsellor to help them cope with stress and perform more efficiently in a demanding atmosphere. In the future entrepreneur, the organization will understand that job stress becoming a major issue for not growing the organizations because if the employees does not satisfy with their jobs role then it will directly affects the job performance and arises the job stress on employees.

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