

Analysis on Organizational Climate and Occupational Stress in GK Sons Engineering Enterprises Pvt. Ltd.

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Abstract: Present study is investigated to analyse the occupational stress and its influence on organizational climate among the employees of GK Sons Engineering Enterprises Pvt. Ltd., Trichy, TamilNadu. There are two questionnaires were used collected data such as, Organizational Climate and Occupational Stress from 115 Employees working in the Study area. Statistical tools like Chi-square test and One-way ANOVA method were used to analyse the data. Results of this study show that there is negative relationship between personal variables (namely age, monthly income and educational qualification) of the employees and each five dimensions of organizational climate and occupational stress (namely Organisational Climate: Communication, Welfare Measures, Role and Responsibility, Quality of work-life and Job satisfaction. Occupational Stress: Work Pressure, Relationships, Psychological Well-being, Control over Stress and Work-Life Balance) in the study area.

Keywords: Organisational Climate, Occupational Stress, Communication and Job Satisfaction.

I. INTRODUCTION

Organizations differ in physical structures as well as in attitudes and behaviours they provoke in people. These differences are related to differing individual opinions. Climate means all those characteristics that distinguish one organization from the other and influence the behaviour of the people in the organization. It not only affects the behaviour of the individual employees but also how organizations interact among themselves. At an individual level the climate is an individual's description of the social setting or the context of which the person is the part. Organizational climate is about the perceptions of the climate environment and about absolute measures (Priyanka Sharma, 2013). The essential components that collectively represent the climate of an organization can be summed up or below: dominant orientation is an important determinant of climate of an organisation. The social relationships are replicated in the way informal groups are formed and functioned. The organisational climate also depends upon how effectively conflicts are managed. Sufficient freedom to work and exercise authority will lighten the burden of higher executives. The control system of an organisation also plays an important role. Rigid control will result in minimum scope for self-regulation. Decentralization of authority results in an atmosphere of participative decision making but centralization of authority results in less participation. The management style also effect organisational climate task oriented approach means less employee morale. On the other hand, relation oriented approach will improve the team spirit in the organisation and the aspiration of the work will be given due importance. The rewards and punishments are also important for organisational climate (Monika, 2016).

Stress is the physiological or psychological response that occurs when an separate involvements imbalance between the demands placed on him and his capability to meet it. Conditions that cause this are called as stressors or loads. The factors that contribute towards stress of an employee are the following. (a) Pressure to meet the deadline, (b) conservation of company policies, (c) complex lifestyle, (d) group and political pressures and (d) increasing cost of living. The effects of stress can be both positive and negative. When a situation offers an individual an opportunity to gain something, it is said to be positive. It acts as a motivator and fuel and drives the person beyond the common place. Stress is negative, when it is associated with disease and loss of health. Occupational stress denotes the employees' mental state aroused by a job situation perceived as presenting excessive demands. If stress is controlled, it strengthens behavior, otherwise it can cause diseases like high BP, ulcer, asthma and the like. The extent of stress a person would experience from a job factor or situation depends upon his personal characteristics and his cognitive appraisal of the job factor and the resources available to meet his job requirement. Other factors that can be regarded as stressors are excessive workload, pressure of meeting deadlines and achieving certain targets. If a person experiences much stress at work, it can be carried over to home, and likewise, stress experienced at home or non-work situations, can be carried over to the workplace. In either case, the result will be negative (Vivekanandan et. al., 2016).

Organizational climate influences to a great extent the performance of the employees because it has a major impact on motivation and job satisfaction of individual employees. Organizational Climate determines the work environment for occupational stress in which the employee feels satisfied or dissatisfied. Since satisfaction determines or influences the efficiency of the employees, we can say that organizational climate and occupational stress are directly related to the effectiveness of an organization. The occupational stress and organizational climate can affect the human behavior in the organization, its impact on their performance, attitudes and job satisfaction. A good organizational climate and low occupational stress favors risk taking which will encourage employees to test and exchange unusual knowledge and ideas for the prosperity of the organization. An atmosphere of cooperation opens access among group members and creates individual motivation to exchange knowledge with group members and teamwork. Norms for openness and teamwork in knowledge-intensive firms facilitate disclosure of information and loyalty building. A climate of teamwork and low stress are key to effective creativity. Creativity is hurt when an organization's climate is characterized by a lack of cooperation, high occupational stress and results in lack of job satisfaction for the employees (Anurag Singh et. al., 2011).

II. REVIEW OF LITERATURE

Organizational climate and occupational stress are most important areas of great concern for the researchers. Many academicians, researchers and practicing business managers have undertaken good number of studies in these relevant areas. The volume of research in these areas says itself the importance committed to these two themes. Although many researches have been conducted in different organizational surroundings, yet researches relating to the industrial sector are limited. The studies which have direct and indirect relation to these areas are presented in a sequential manner.

Parthasarathy et. al., (2016), Occupational stress in the life of pre-arranged workers, consequently, affects the health of organisations. In every organization employees are facing increasing pressure to be effective at work. Modern business, demands high quality performance, short response times, long working hours and heavy workloads. When an employee has a problem, the performance in workplace is likely to be affected. It therefore makes sense to take the best care of employees and the psychological needs. In the current situation, occupational stress is prevalent in all organisations at all levels without any discrimination at any stage. In particular this stress is seen at a higher level in jobs where deadlines and targets play an important role. Occupational stress affects in several ways. The performance differs on the basis of the working conditions, nature of work, skill and effort of the individual employee.

Malikeh Beheshtifar and Rahele Nazarian., (2013), found that, the problem of stress is unavoidable in the Organization. A majority of the employees undergo severe stress- related and psychological problems. The organizational management must take several initiatives in helping their employees to overcome stress. Work related stress is a feature in which most of the individuals suffer at times and to a different extent. In a positive note, work stress can be a source of excitement and stimulus to the achievement.

Anurag Singh and A.K. Mishra., (2011), studied that the impacts of organizational climate in experiencing occupational stress among the executives of Indian Information Technology organizations. Modern business organizations are under severe work pressure and competitive work environment outcome of which is higher level of stress among employees and executives. Two questionnaires i.e. Organizational Climate survey and Occupational Stress Index were used. The data was collected from 402 Executives working in eight reputed Information Technology Organisations operating in Gurgaon in the state of Haryana. Statistical methods like correlation and regression method were used to analyze the data. Results show that organizational climate variables and occupational stress are significant and positive. Further, regression analysis were strong influence of seven dimensions of organizational climate such as orientation; problem solving and decision making; quality of work life; communication; goal setting, appraisal and counseling; customer satisfaction; and training in experiencing occupational stress.

Jain.K.K, Jabeen.F, Mishra.V and Gupta.N., (2007) studied that the influence of Organisational Climate and Occupational Stress on Job Satisfaction of managers and engineers working in Indian Oil Corporation Limited, Madhura. Data were collected from employees of 78 managers and 80 engineers. Three psychological tools in the form of questionnaire were used such as, job satisfaction, organisational climate and Occupational Stress. In a study they found that high age group managers as well as high age group engineers were equally satisfied with their jobs. Further, they found similar results when low age group managers and low age group engineers were compared on their job satisfaction level.

Objectives of the Study

1. To find out the demographic profile of the respondents in the study area.
2. To study the association between age of the respondents and their organizational climate and occupational stress in the study area.

3. To study the variation between educational qualification and monthly income of the respondents and their organizational climate and occupational stress in the study area.

Hypotheses of the Study

- H1: There is no significant association between age of the respondents and their organisational climate*
- H2: There is no significant association between age of the respondents and their occupational stress*
- H3: There is no significant variation between the monthly income of the respondents and their organisational climate and occupational stress*
- H4: There is no significant variation between the educational qualification of the respondents and their organisational climate and occupational stress*

III. RESEARCH METHODOLOGY

For the purpose of research, the following broad variable related to organisational climate, adoption of environment and occupational stress were identified and analyzed. Considering the background of the study, the researcher embarked upon adopting a 'descriptive method' research design mostly relying on survey procedures. Primary data were collected from employees of GK Sons Engineering Enterprises Pvt. Ltd., Trichy, TamilNadu. The present study is designed in the way to examine the association and variation between the variables: age, monthly income and educational qualification among the employees. A survey of 115 employees from GK Sons Engineering Enterprises Pvt. Ltd., Trichy, TamilNadu was taken with regardless of their working environment. The vital aspect of the study in this investigation lies in understanding the perception amongst the employees. The questionnaire was used to gather the required information. In an attempt to make it helpful for both the researchers and the study area, and so as not to disrupt operations at the organisation, the researchers visited the organisation frequently and collected the data from the respondents by giving the questionnaire. There are two questionnaires were used collected data such as, Organizational Climate and Occupational Stress. The questionnaire was given to the employees chosen to individual question on the questionnaire on a 5 point scales. While the respondents answer the questionnaire, if they find any difficulty or uncertainty the researchers attended them to solve their problem and got the reliable data. Once the data were collected from the respondents, the researchers coded the data as given in the scoring keys along with the questionnaire. The scores are entered into Microsoft Excel spreadsheet and later on for analysis with the Statistical Package for the Social Sciences (SPSS). One-way ANOVA and Chi-square test were done for analyzing the variance between dependent and independent variables of the study.

IV. TEST AND RESULTS

Table 1: Percentage Analysis Showing the Frequency Distribution of profile of the respondents

Demographic Variable	Particulars	Frequency	Percentage
Age	18 - 25 Years	29	25.2
	26 - 35 Years	42	36.5
	36 - 45 Years	34	29.6
	46 Years and Above	10	8.7
Educational Qualification	ITI / Diploma	47	40.9
	Under Graduate	37	32.2
	Post Graduate	31	26.9
Monthly Income	Below Rs.10000/-	12	10.4
	Rs.10001/- to Rs.20000/-	44	38.3
	Rs.20001/ to Rs.30000/-	47	40.9
	Rs.30001/- and Above	12	10.4

- ✓ Age: The respondents i.e., 29 (25.2%) belong to age group of 18 - 25 years, 42 (36.5%) belong to 26 - 35 years, 34 (29.6%) belong to 36 - 45 years and 10 (8.7%) belong to 46 years and above category.
- ✓ Educational Qualification: Regarding educational background, 47 (40.9%) of the sample respondents belong to ITI / Diploma category, 37 (32.2%) belong to Under Graduate category, and 31 (26.9%) belong to Post Graduate category.
- ✓ Monthly Income: Regarding monthly income, 12 (10.4%) of the respondents draw monthly income between Below Rs.10000/-, 44 (38.3%) of the respondents draw salary Rs.10001/- to Rs.20000/-, 47 (40.9%) of the respondents draw monthly income Rs.20001/ to Rs.30000/- and 12 (10.4%) of the respondents draw monthly income Rs.30001/- and above per month.

Hypothesis 1

Null Hypothesis (0): There is no significant association between age of the respondents and their organisational climate

Alternative Hypothesis (1): There is a significant association between age of the respondents and their organisational climate

Table 2: Association between age of the respondents and their organisational climate

Dimensions	Chi-Square Value	Degrees of Freedom	Asymp. (2-sided)	Sig.	Statistical Inferences
Communication	50.467	54	.611		.611 > 0.05 (NS)
Role and Responsibility	52.583	48	.301		.301 > 0.05 (NS)
Welfare Measure	54.759	33	.010		.010 < 0.05 (Sig*)
Quality of Work Life	66.503	42	.009		.009 < 0.05 (Sig*)
Job Satisfaction	52.308	39	.075		.075 > 0.05 (NS)

Table 2 shows that, the dependent variables of the study are greater than 0.05. It is concluded that there are no significant association between the age of the respondents and the dimensions of organisational climate, except welfare measure and quality of work life. Hence, the formulated null hypothesis - 1 is accepted and overall concluded that "there are no significant association between the age of the respondents and dimensions of organisational climate".

Hypothesis 2

Null Hypothesis (0): There is no significant association between age of the respondents and their occupational stress

Alternative Hypothesis (1): There is a significant association between age of the respondents and their occupational stress

Table 3: Association between age of the respondents and their occupational stress

Dimensions	Chi-Square Value	Degrees of Freedom	Asymp. (2-sided)	Sig.	Statistical Inferences
Work Pressure	62.713	51	.126		.126 > 0.05 (NS)
Relationships	51.198	45	.243		.243 > 0.05 (NS)
Psychological Well-being	56.523	42	.066		.066 > 0.05 (NS)
Control Over Stress	57.990	48	.153		.153 > 0.05 (NS)
Work-life Balance	66.503	42	.009		.009 < 0.05 (Sig*)

Table 3 shows that, the dependent variables of the study are greater than 0.05. It is concluded that there are no significant association between the age of the respondents and dimensions of occupational stress, except Work-life Balance. Hence, the formulated null hypothesis - 2 is accepted and overall concluded that "there are no significant association between the age of the respondents and dimensions of occupational stress".

Hypothesis 3

Null Hypothesis (0): There is no significant variation between the monthly income of the respondents and their organisational climate and occupational stress

Alternative Hypothesis (1): There is a significant variation between the monthly income of the respondents and their organisational climate and occupational stress

Table 4: Variation between the monthly income of the respondents and their organisational climate and occupational stress

Organisational Climate	F	Sig.
Communication	1.436	.236
Role and Responsibility	2.911	.038 (Sig*)
Welfare Measure	2.257	.086
Quality of Work-Life	2.355	.076
Job Satisfaction	2.647	.053 (Sig*)
Occupational Stress	F	Sig.
Work Pressure	2.555	.059 (Sig*)
Relationships	2.503	.063
Psychological Well-Being	2.842	.041 (Sig*)
Control Over Stress	2.425	.069
Work-Life Balance	2.355	.076

From the above table 4, is inferred that in one-way ANOVA, the total variation is partitioned into two components, between groups represents variation of the group means around the overall mean and within groups

represents variation of the individual scores around their respective group means; significance indicates the significance level of the F-value. Small significance value ($<.05$) indicates group difference. From the above table is inferred that the significance level is observed to be greater than 0.05, except role and responsibility, job satisfaction, work pressure and psychological well-being. Hence, null hypothesis is accepted by inferring that “there is no significant variance observed between the monthly income of the respondents and their organisational climate occupational stress in the study area”.

Hypothesis 4

Null Hypothesis (0): There is no significant variation between the educational education of the respondents and their organisational climate and occupational stress

Alternative Hypothesis (1): There is a significant variation between the educational education of the respondents and their organisational climate and occupational stress

Table 5: Variation between the educational qualification of the respondents and their organisational climate and occupational stress

Organisational Climate	F	Sig.
Communication	2.768	.045 (Sig*)
Role and Responsibility	1.564	.202
Welfare Measure	.530	.662
Quality of Work-Life	1.806	.150
Job Satisfaction	1.476	.225
Occupational Stress	F	Sig.
Work Pressure	.190	.903
Relationships	1.973	.122
Psychological Well-Being	2.849	.041 (Sig*)
Control Over Stress	.945	.421
Work-Life Balance	1.806	.150

From the above table 5, is inferred that in one-way ANOVA, the total variation is partitioned into two components, between groups represents variation of the group means around the overall mean and within groups represents variation of the individual scores around their respective group means; significance indicates the significance level of the F-value. Small significance value ($<.05$) indicates group difference. From the above table is inferred that the significance level is observed to be greater than 0.05, except communication and psychological well-being. Hence, null hypothesis is accepted by inferring that “there is no significant variance observed between the educational qualification of the respondents and their organisational climate occupational stress in the study area”.

V. FINDINGS OF THE STUDY

General Findings

- * *Age:* The respondents i.e., 29 (25.2%) belong to age group of 18 - 25 years, 42 (36.5%) belong to 26 - 35 years, 34 (29.6%) belong to 36 - 45 years and 10 (8.7%) belong to 46 years and above category.
- * *Educational Qualification:* Regarding educational background, 47 (40.9%) of the sample respondents belong to ITI / Diploma category, 37 (32.2%) belong to Under Graduate category, and 31 (26.9%) belong to Post Graduate category.
- * *Monthly Income:* Regarding monthly income, 12 (10.4%) of the respondents draw monthly income between Below Rs.10000/-, 44 (38.3%) of the respondents draw salary Rs.10001/- to Rs.20000/-, 47 (40.9%) of the respondents draw monthly income Rs.20001/- to Rs.30000/- and 12 (10.4%) of the respondents draw monthly income Rs.30001/- and above per month.

Hypotheses Findings

- * *Hypothesis - 1:* There are no significant association between the age of the respondents and dimensions of organisational climate.
- * *Hypothesis - 2:* There are no significant association between the age of the respondents and dimensions of occupational stress.
- * *Hypothesis - 3:* There is no significant variance observed between the monthly income of the respondents and their organisational climate occupational stress in the study area.
- * *Hypothesis - 4:* There is no significant variance observed between the educational qualification of the respondents and their organisational climate occupational stress in the study area.

VI. CONCLUSION

In a nutshell, the present study purposes to find out the study on organizational climate and occupational stress among the employees in GK Sons Engineering Enterprises Pvt. Ltd., Trichy, TamilNadu. The

objectives and hypotheses were framed on the basis of the above context and the sample was 115 based on randomly selected. A questionnaire was used to collect the relevant data. After collecting the data they were analyzed using statistical tools such as chi-square and ANOVA. This study examined that organization climate and occupational stress were playing very important role for the organization. Throughout the studies employees' age, educational qualification and also their monthly income were played vital role in connection with organizational climate and occupational stress, the results illustrates that employees no significantly association in their organizational climate and occupational stress, no significantly variation in their organisational climate and occupational stress in GK Sons Engineering Enterprises Pvt. Ltd., Trichy. Therefore it is concluded that respondents differ in their perception about organizational climate and occupational stress on the basis of age, educational qualification, and monthly income of the employees of the industries.

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