

A Study on The Effectiveness of Organization Role Stressor and Its Impact on Job Satisfaction In L&T Constructions

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Abstract—This study looks at how effective organizational role stresses are and how they affect workers' job happiness. Role ambiguity, role conflict, and role overload are examples of organizational role stresses that can have a large impact on workers' job performance and general well-being. The study investigates the impact of these stressors on job satisfaction levels in various organizational contexts and industries. The association between role stressors and job satisfaction among employees at different hierarchical levels was evaluated using a mixed-method approach that combined surveys and interviews.

I. INTRODUCTION

Employees frequently deal with a variety of pressures in today's fast-paced workplace, which affects both their general well-being and job performance. Organizational role stressors, like role ambiguity, role conflict, and role overload, are especially important since they have a direct impact on an employee's capacity to carry out their duties effectively. These pressures, which can affect workplace satisfaction, are brought on by imprecise job expectations, contradictory responsibilities, and excessive workloads. A key component of employee motivation, retention, and productivity is job satisfaction. Employee work satisfaction tends to suffer when role pressures are high, which can lead to less engagement, poorer performance, and higher turnover rates. On the other hand, companies that successfully handle role pressures by offering tools, support, and clarity can improve job satisfaction and foster a happier workplace.

II. OBJECTIVES OF THE STUDY

Primary Objective

- A study on the effectiveness of Organization Role Stressor and its impact on job satisfaction in L&T construction

Secondary Objective:

- To understand the level of work load of the employees.
- To identify role stagnation in the work place.
- To know whether there is role ambiguity and role erosion in the organization.
- To determine resource inadequacy for smooth and proper functioning.

Need for the Study:

1. It provides insights into how workplace dynamics influence employee well-being, productivity, and organizational success.
2. To understand the Relationship Between Stressors and Satisfaction and enhancing employee well – beings.
3. Improving Organizational Performance and reducing employee turnover.
4. To identify and control exploitation of employees if any.

Scope of the Study:

1. The study provides various dimensions and provides insights into multiple aspects of workplace dynamics and culture.
2. This study aims to understand how organizational role stressors affect employee performance.

3. It also looks into ways to reduce stress and improve employee well-being in the workplace.
4. Evaluation of productivity, employee retention, and absenteeism linked to job satisfaction can also be determined.

III. REVIEW OF LITERATURE

•Stephen T.T. Teo PhD (2023) This study shows that there is a causal relationship between change, non-nursing stressors and job satisfaction. Senior management should implement strategies aimed at reducing nursing and non-nursing stress during change in order to enhance the job satisfaction of nurses.

•Rao Thahir Anees (2022) This study seeks to determine the impact of job stress and workload on turnover intention along with the mediation role of job satisfaction. A total of 140 academics and management personnel participated in this study's survey. A partial least square structural equation modeling was used for data analysis. The results show that job stress and workload have a positive effect on turnover intention, while job satisfaction mediates the relationship between job stress, workload, and turnover intention. Future research could adapt and adopt the herein used methodology and research topic to other countries or in other industries.

•Barry J. Babin (2020) This research addresses key aspects of a retail employee's work environment, or 'climate,' and how these perceptions influence work-related outcomes. Specifically, a causal modelling approach tests relationships among front-line service providers. Results suggest that employee perceptions of co-worker involvement and supervisory support can reduce stress and increase job satisfaction. Other results indicate a positive relationship between role conflict and job performance, a positive relationship between job performance and job satisfaction, and that job performance mediates effects of role stress on satisfaction.

•D.M. Pestonjee (2020) The present study was undertaken with the intention of examining the nature of role stress and job satisfaction among doctors, and to explore the relationship between these variables. A group of 35 junior doctors working at primary health centres (PHC) and another group of 35 senior doctors attached to various district level hospitals served as sample for the study. To attain the objectives of the

study, two psychometric instruments—the Organisational Role Stress Scale

•Pareek (2023) and the Employees' Satisfaction—were administered to the sample population to obtain data pertaining to the role stress and job satisfaction variables. The data were analysed in terms of the t-test and coefficients of correlation. The results of the study revealed no significant differences between the two groups, except in the management area of job satisfaction and the inter-role distance (IRD) dimension of role stress. Further, job satisfaction variables correlated negatively with all the dimensions of role stress in the case of both groups.

IV. RESEARCH METHODOLOGY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the effectiveness of Organization Role Stressor and its impacts in L&T constructions

V. RESEARCH DESIGN

Research design is the framework of research methods and techniques chosen by a researcher to conduct a study. The design allows researchers to sharpen the research methods suitable for the subject matter and set up their studies for success.

Sampling technique

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

VI. SOURCES OF DATA

Primary Data:

Primary data is that data which is collected for the first time. These data are basically observed and collected by the researcher for the first time. I have used primary data for my project work. It is collected through Structured Questionnaire.

Secondary Data:

Secondary data are those data which are primarily collected by the other person for his own purpose and

now we use this for our purpose. It is collected through journals, articles, books, foot notes, etc.

Sample size

The number of elements of the population is to be sampled. Total sample size for the research study is 130.

Tool used for the study:

Statistical Tools:

- ☐ Chi-square test.
- ☐ Anova

☐ Correlation

CHI SQUARE:

Hypothesis 1

H0(Null hypothesis): There is no significant difference between enough interaction between my role and other roles and stagnated in the present role.

H1(Alternate hypothesis): There is a significant difference between enough interaction between my role and other roles and stagnated in the present role

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
stagnatedinthepresentrole * otherroles	130	100.0%	0	0.0%	130	100.0%

stagnatedinthepresentrole * otherroles Crosstabulation							
Count							
		otherroles					Total
		1	2	3	4	5	
stagnatedinthepresentrole	1	4	6	4	3	5	22
	2	2	3	8	8	8	29
	3	3	4	12	4	3	26
	4	4	3	7	12	2	28
	5	4	3	3	5	10	25
Total		17	19	34	32	28	130

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	25.630 ^a	16	.059
Likelihood Ratio	25.163	16	.067
Linear-by-Linear Association	.660	1	.417
N of Valid Cases	130		
a. 11 cells (44.0%) have expected count less than 5. The minimum expected count is 2.88.			

Inference:

Since the p value (0.059) is more than 0.05. We accept Null hypothesis and we reject Alternative hypothesis. So, there is significant difference between enough interaction between my role and other roles and

stagnated in the present role.

Hypothesis 2

H0(Null hypothesis): There is no significant difference

between the willing to take more responsibility and occupied with present role

H1(Alternate hypothesis): There is significant

difference between the willing to take more responsibility and occupied with present role

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
willingtotakemoreresponsibility * occupiedwithpresentrole	130	100.0%	0	0.0%	130	100.0%

willingtotakemoreresponsibility * occupiedwithpresentrole Crosstabulation							
Count							
		occupiedwithpresentrole					Total
		1	2	3	4	5	
willingtotakemoreresponsibility	1	4	1	4	6	3	18
	2	6	5	3	6	2	22
	3	2	6	7	7	2	24
	4	6	3	5	10	5	29
	5	4	2	5	9	17	37
Total		22	17	24	38	29	130

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	27.395 ^a	16	.037
Likelihood Ratio	26.237	16	.051
Linear-by-Linear Association	7.257	1	.007
N of Valid Cases	130		
a. 14 cells (56.0%) have expected count less than 5. The minimum expected count is 2.35.			

ANOVA:

Hypothesis 3

H0(Null hypothesis): There is no significant difference Proper machinery resources available in the company and Resource inadequacy is practiced in the

company

H1(Alternate hypothesis): There is significant difference Proper machinery resources available in the company and Resource inadequacy is practiced in the company

Descriptives							
RESOURCES							
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum
					Lower Bound	Upper Bound	

1	20	3.2000	1.73509	.38798	2.3880	4.0120	1.00	5.00
2	23	3.6522	1.22877	.25622	3.1208	4.1835	1.00	5.00
3	37	3.7027	1.19872	.19707	3.3030	4.1024	1.00	5.00
4	23	3.8696	.91970	.19177	3.4719	4.2673	2.00	5.00
5	27	4.2593	1.25859	.24222	3.7614	4.7571	1.00	5.00
Total	130	3.7615	1.29282	.11339	3.5372	3.9859	1.00	5.00

ANOVA					
RESOURCES					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	13.667	4	3.417	2.115	.083
Within Groups	201.941	125	1.616		
Total	215.608	129			

Inference:

Since the p value (0.083) is greater than 0.05. we accept Null hypothesis and we reject Alternative hypothesis. So, there is no significant difference Proper machinery resources available in the company and Resource inadequacy is practiced in the company.

CORRELATION:

Hypothesis 4

H0(Null hypothesis): There is no significant difference between the form of role erosion is practiced and initiative for discussions or help, there is not much response from other role

H1(Alternate hypothesis): There is a significant difference between the form of role erosion is practiced and initiative for discussions or help, there is not much response from other role

Descriptive Statistics			
	Mean	Std. Deviation	N
roleerosionispracticed	3.0692	1.30704	130
dicussion	3.3308	1.17723	130

Correlations			
		roleerosionispracticed	dicussion
roleerosionispracticed	Pearson Correlation	1	.443**
	Sig. (2-tailed)		.000
	N	130	130
dicussion	Pearson Correlation	.443**	1
	Sig. (2-tailed)	.000	
	N	130	130
**. Correlation is significant at the 0.01 level (2-tailed).			

Inference:

Since the p value (0.443) is greater than 0.05. we reject

Alternative hypothesis and we accept Null hypothesis.

So, there is no significant difference between the form

of role erosion is practiced and initiative for discussions or help, there is not much response from other roles. FINDINGS:

- Majority (47.7%) of the respondents age are below 25.
- Majority (54.6%) of the respondent's experience is below 4 Years.
- Majority (35.4%) of the respondents earn more than 50,000.
- Majority (50.8%) respondents are UG graduated.
- Majority (65.4%) respondents are single.
- Majority (37.7%) respondents' say 5.
- Majority (30%) respondents' say 5.
- Majority (35.4%) respondents' say 4.
- Majority (24.6%) respondents' say 2.
- Majority (37.7%) respondents' say 5.
- Majority (30.8%) respondents' say 3.
- Majority (33.8%) respondents' say 3.
- Majority (33.1%) respondents' say 5.
- Majority (35.4%) respondents' say 3.
- Majority (28.5%) respondents' say 3.
- Majority (31.5%) respondents' say 4.
- Majority (39.2%) respondents' say 5.
- Majority (28.5%) respondents' say 3.
- Majority (23.8%) respondents' say 3 & 4.
- Majority (32.3%) respondents say 4
- Majority (29.2%) respondents say 3
- Majority (36.9%) respondents say 3
- Majority (31.5%) of the respondents say 4
- Majority (35.4%) of the respondents say 5
- Majority (32.3%) of the respondents say 5
- Majority (32.3%) of the respondents say 4
- Majority (30.8%) of the respondents say 4
- Majority (28.5%) of the respondents say 3
- Majority (31.5%) of the respondents say 5.

Suggestions:

- ☐ The first thing is to enhance Role Clarity and Communication
- ☐ To create a Positive and Supportive Work Environment
- ☐ Improving Work-Life Balance among the employees.
- ☐ Implementing Stress-Reduction Initiatives

Limitations of study:

- The study is confined within Chennai city.
- The study is based upon the study at L&T.
- The data collected for the research is done within a period of 2 months.

Conclusion:

To create a productive and healthy work environment, organizational role stresses must be effectively managed. While a certain amount of stress can boost motivation and performance, excessive role stressors, like conflict, role ambiguity, and overload, can result in burnout, job discontent, and lower productivity. To lessen these detrimental impacts, organizations must have policies in place including well-defined roles, equitable workload distribution, encouraging leadership, and programs for the welfare of their workforce.

Businesses may make workplace stress a manageable burden and improve individual well-being and overall organizational success by encouraging a culture of open communication, flexibility, and mental health support. Proactively managing position pressures ultimately guarantees increased staff retention, enhanced morale, and long-term company growth. Ensuring employee well-being, work satisfaction, and overall organizational success requires effective management of organizational role pressures. A certain amount of stress can be motivating, but long-term exposure to excessive role-related stress, such as role ambiguity, overload, and conflict, can have a detrimental effect on morale, productivity, and mental health at work.

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