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Effect of profession and stress on job satisfaction

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Abstract

This study is an attempt to explore the effect of stress and Profession on job satisfaction. Moreover it is also to study the effect of independent variables i.e. Stress and Profession on dependent variable i.e. Job satisfaction. In order to study, 270 subjects were taken including 90 doctors, 90 teachers and 90 advocates. F-test and New-man Kaul test were also administered. The results show that Stress and Profession effect job satisfaction.

Keywords: stress and profession and job satisfaction

Introduction

Job Satisfaction is one of the most crucial but controversial issues in the field of education, industry, occupation, and organization. Psychologists, sociologists, economists and administrators, in these fields find themselves baffled over the problem of professional satisfaction. Job satisfaction is widely accepted psychological aspect of effective functioning in any profession. Job satisfaction is influenced both by the extent to which the work a person does is intrinsically interesting to him and by his attitude towards the total work situation including company, his supervisors and his fellow workers.

Methodology and Design

Problems

1. First problem of present study is to find out the effect of level of stress i.e. low, moderate and high stress on job satisfaction.
2. Second problem of present study is to find out the effect of i.e. low, moderate and high stress.

Hypothesis

1. Three different level of stress i.e. low, moderate and high stress will have significantly different job satisfaction.
2. Subjects of three different professional groups i.e. Doctor, Teacher and Advocate will differ significantly in their level of on job satisfaction.
3. Interaction between three level of stress i.e. low, moderate and high stress and three professional groups i.e. Doctor, Teacher and Advocate will also have significant effect on job satisfaction.

Description of variables

Independent variable

Level of stress: Low, moderate and high stress

Profession: Doctor, Teacher and Advocate

Dependent variable

Job satisfaction

Research design

In the present study, we have studied the effect of two independent variables on one dependent variable i.e. job satisfaction. The first independent variable, degree of stress was varied at three levels i.e. low stress (A1),

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moderate Stress (A2) and high stress (A3). Second variable Profession has three categories i.e. Doctor (B1), Teacher (B2) and Advocate (B3).

Sample

In the present study, 270 subjects are used as sample of the research. Out of these 270, 90 subjects are of low stress 90 of moderate stress and 90 subjects are of high stress. Among these 270 subjects, 90 consisted of doctors, 90 subjects are teachers and 90 subjects are advocates.

Tools

1. Stress Inventory
2. Job Satisfaction scale

Table 1.1: Analysis of variance of job satisfaction

Source of variation	Sum of square	Degree of freedom	Mean Square	F Value
Stress (A)	105151.67	2	5257.83	1221.89**
Profession (B)	17123.40	2	8561.70	198.98**
Stress X Profession (AXB)	6533.86	4	1633.46	37.96**

** Significant at 0.01 level of confidence

* Significant at 0.05 level of confidence

Effect of level of stress

Table 1.1 shows that F-ratio for the first independent variable i.e. level of stress – low stress, moderate stress and high stress is 122.89 which is highly significant at .001 level of confidence. This significant F value leads us to conclude that level of stress is important factor in determining job satisfaction. The fact that three means stand apart. In order to know as to which group of subjects of three levels of stress has maximum and which has minimum job satisfaction, Means are calculated for level of stress.

Table 1.2: Mean Job Satisfaction at three level of stress

S. No.	Stress(A)	Mean Score
1	Low Stress	156.42
2	Moderate Stress	131.58
3	High Stress	108.08

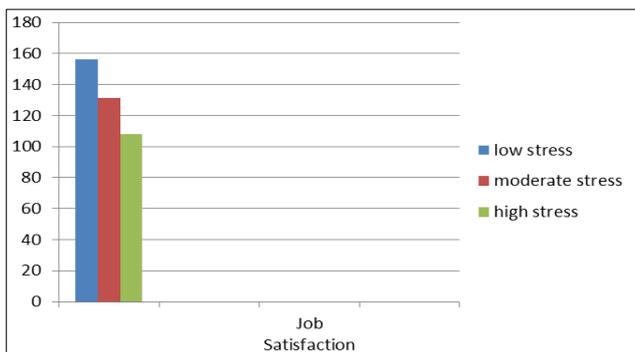


Fig 1.1: Graphical representation of Mean

A glance at table 1.2 reveals that mean job satisfaction score of subject with low stress was found higher than the remaining two levels i.e. moderate and high stress. Thus increase in stress has adversely affect job satisfaction. In order to find out the significance of difference among means at three different levels of stress, Newman Keul test was applied to further analyse the data.

Table 1.3: Summary of Newman Keuls Test Stress (A)

Group Compared	A3	A2	A1
ordered mean	108.08	131.58	156.42
A3-108.08	-	23.5**	48.34**
A2-131.58		-	24.84**
A1156.42			

** Significant at 0.01 level of confidence

A close inspection of table-1.3 reveals that all of three mean group comparisons were found significant at .01 level of confidence. The first mean comparison between low group of stress and high group stress yielded highest value I.e. 48.34 and between moderate stress and high stress i.e. 23.5.

Effect of profession

Table 1.1 also reveals the fact that the factor profession has yielded F value 198.98 which is significant at 0.01 level of confidence. There would be significant difference in the job satisfaction of Doctors, Teachers and Advocates.

Table 1.4: Mean job satisfaction of Profession

S.N.	Profession	Mean Score
1	Doctors	132.33
2	Teachers	141.63
3	Advocates	122.13

Table 1.4 indicates that the mean job satisfaction score of Teacher (M=141.63) is higher than Doctors and advocates meaning there by that teachers Are more satisfied in comparison to doctors and advocates. Since the F- ratio is found significant for independent variable profession at 0.01 level of confidence. Therefore in order to locate the mean difference among three mean job satisfaction scores, Newman Keul test was applied.

Table 1.5: Summary of Newman Keul Test Profession

Group compared	Advocates (B2)	Doctors (B1)	Teachers (B3)
Ordered mean	122.13	132.33	141.63
Advocates (B2) 122.13	-	10.2**	19.5**
Doctors (B1) 132.33		-	9.3*
Teachers (B3) 141.63			-

** Significant at 0.01 level of confidence

* Significant at 0.05level of confidence

The research found that advocates have significantly lowest job satisfaction in comparison to other two professions. When mean job satisfaction score of doctors was compared with the teachers, teachers were found having significantly job satisfaction.

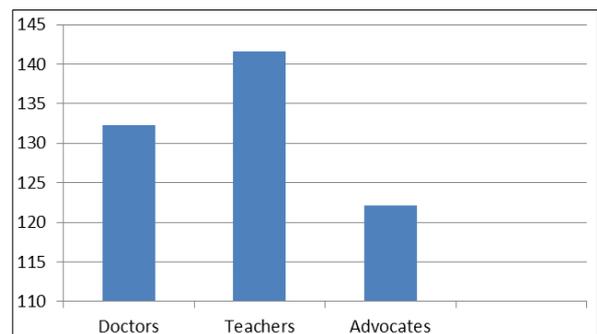


Fig 1.2: Graphical representation of mean of Profession

Conclusion

1. Difference in the job satisfaction under three level of stress i.e. Low stress, (M= 156.42), Moderate stress (131.58) and high stress (M= 108.08).
2. Significant difference in job satisfaction was found among three Professional groups, i.e. doctors (M=132.33), Teachers (141.63) and Advocates (M= 122.13).
3. Interaction between three level of stress and three professional group i.e Doctors, Teachers and advocates also yielded significant effect at .01 level of confidence.

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