

## **A STUDY ON IMPACT OF OCCUPATIONAL STRESS WITH SPECIAL REFERENCE TO JOB SATISFACTION AMONG RED COLLAR WORKERS AT ORIENT BELL LTD IN HOSKOTE**

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**I. ABSTRACT:** This study investigates the correlation between occupational stress & job satisfaction among Red Collar workers at Orient Bell Ltd in Hoskote. The abstract outlines the research's objective, methodology, findings, and significance. The research aims to discern the extent to which occupational stress affects job satisfaction in this specific workforce. Through surveys, data collection, and statistical analysis, the study identifies stressors, evaluates their impact, and establishes their relationship with job satisfaction levels. The results offer insights into the overall well-being of Red Collar workers, shedding light on potential interventions to enhance their job satisfaction & reduce occupational stress. This research contributes to the understanding of the dynamics between stress & job satisfaction in a real-world organizational context, offering implications for both academia and industry practitioners.

**KEYWORDS:** Occupational Stress, Job Satisfaction, Red Collar Workers, Work-related Stress, Employee Well-being, job Performance, Work-life Balance, Psychological Health

## **II. INTRODUCTION:**

Occupational stress & job satisfaction are linked, with high levels of stress causing lower job satisfaction. A healthy work environment is crucial for employees' well-being. This study examines the relationship between occupational stress and job satisfaction among red collar workers at Orient Bell Limited. It aims to identify job demands, control, and support factors, as well as mediating factors, to inform policies and interventions to enhance employee well-being and job satisfaction.

### **FACTORS AFFECTING OCCUPATIONAL STRESS**

- Workload: Employee stress may be caused by a heavy workload or unreasonable job requirements.
- Role conflict: When employees are required to achieve contradictory demands or goals, it can generate stress.
- Lack of control: Stress may be experienced by worker's who feel they have little or no control over their work or decision-making.
- Relationship problems with co-workers or managers: A hostile work environment can be brought on by poor relationships with co-workers or managers.
- Job insecurity: The worry that one will lose their job or the uncertainty surrounding their employment can be very stressful.

### **IMPORTANCE OF OCCUPATIONAL STRESS:**

The goal of occupational stress management is to lessen or eliminate workplace stressors and assist people in learning how to handle under stress management. Various benefits may arise from this, including:

1. Better employee health: fewer stressed out workers tend to feel better physically and mentally, which can enhance their job satisfaction and general well-being.
2. Enhanced productivity: Stress-free workers are more efficient and can complete more activities in less time
3. Reduced absence and turnover: Workplace stress can increase these rates, but by lowering stress levels, firms can increase employee retention and lower the expenses related to turnover.
4. A more supportive and positive workplace: environment can foster greater employee engagement and motivation. By managing occupational stress, businesses can achieve this.

### **III. LITERATURE REVIEW:**

#### **1. Occupational stress and associated factors among health care professionals in ethiopia: a systematic review and meta – analysis**

**Author: bekahegn girma<sup>1\*</sup>, jemberu nigussie<sup>1</sup>, alemayehu molla<sup>2</sup> and moges mareg**  
**Article: 539 (2021)**

**Year: 2021**

occupational pressure is a widespread health issue that affects working people, particularly those in the medical field. Stress has an impact on more than just the individual; it also has an impact on an organization's productivity, the standard of care provided, & the nation as a whole. This issue is not given much attention in Ethiopia, and individual research among medical professionals also produced mixed results. the goal of this investigation was to evaluate the combined prevalence of occupational pressure and its contributing factors among Ethiopian health care workers.

#### **2. Occupational stress and coping among portuguese military police officers Author: a. Rui gomes, \* jorge m. P. Afonso**

**Article no: doi: [dx.doi.org/10.12804/apl34.1.2016.04](https://doi.org/10.12804/apl34.1.2016.04)Year: 2019**

The professional backgrounds of military soldiers from the Portuguese Republican National Guard (N = 95) are described In these investigations. Our attention was drawn to the primary causes, effects, and coping mechanisms for stress. One closed- ended question & four open-ended questions complete up the evaluation process. Deductive content analysis accustomed to analyse relevant text parts, and data labeling came next. 483 meaning units could be identified resulting from findings. The main bases of stress mentioned by participants were elements of the work itself and interpersonal relationships at work. Individually, the belongings of stressors were visible, having an edge on family, psychological, & physical / health domains.

#### **3. Sources of occupational stress amon~ doctors in government hospital: a study of district kota, rajasthan**

**Author: chetna mangal• Article no: (issn 2230 - 7230)Year:2018**

The research issues were addressed using a descriptive analytic research design, which is essentially empirical in nature. Using a self-administered questionnaire, a random sample of 111 licensed allopath's in Kola City's government hospitals was gathered. the population's details are the respondents, averages, percentage analyses, Sandler's A-Test, and the Rank Sum Order approach are all comprised in the analysis. The

inferential statistics were utilised with a significance threshold of 0.05. Given the analysis, over 70% of Government doctors say that they experience job stress.

however, the findings indicated that despite gender, age, and experience, doctors' perceptions of the prevalence of tension were not significantly different. The findings also demonstrated that physicians firmly agreed that pressures such as role overload, resource insufficiency, conflicting expectations from roles, self- and inter-role distance, and role stagnation exist.

#### **4. Stress and well-being at work: a literature review**

**Author:** ana lucia teixeira hirschle, sônia maria guedes gondim **Article no:** doi: **10.1590/1413-81232020257.27902017**

**Year:** 2020

**Abstract** The study offers empirical proof that both one's own and environmental influences exist that buffer employees' wellbeing and health from the damaging effects of stress. Six Annual Reviews journals and the Ebsco, LILACS, SciELO, Google Scholar, and PubMed databases were used to conduct a systematic review of the literature published in the previous eleven years (2006 to 2016). The analysis included 50 domestic and foreign articles on stress and wellbeing. The findings indicate that elements at the group level, the work-life interface, and personal resources including resilience, self-efficacy, emotional competences, and psychological detachment all have an impact on well-being.

#### **5. Role of job stress on job satisfaction in the banking sector- a study of working women in nationalized banks concerning belgaum district**

**Author:** smita n. Mutgekar dr h. Y. Kamble (research guide) **Article no:** issn-2349-5162

**Year:**2022

This research examines the connection involving a job job stress and job fulfillment among working women in nationalized banks within Belgaum district. The study aims to explore the extent of job stress experienced by female employees & its impact on their overall job satisfaction levels. Through a comprehensive analysis of factors contributing to stress and satisfaction, this study sheds light on the unique challenges faced by women in the banking sector. The findings offer valuable insights for banks and policymakers to enhance working conditions and support the well-being of female employees, ultimately fostering a more content and productive workforce.

## **Research Gap**

Few research have particularly addressed red collar workers, who are typically engaged in manual or physical labor in industries such as construction, manufacturing, and mining. Most of research papers are from north region, less researches from south region. most research on professional stress and job satisfaction have engrossed on top level employees that is white-collar workers, such as office workers and professionals. But no researchers have focused on lower-level employees that is red collar workers.

So, This cries aimed at extra research on red collar workers that examines the unique experiences and challenges faced by red color workers in related to workplace anxiety and job satisfaction.

## **IV. RESEARCH METHODOLOGY:**

### **Descriptive research:**

Descriptive research is a type of research design that aims to describe and document the characteristics, behaviors or conditions of a particular population, group or phenomenon. It focuses on providing an accurate and comprehensive picture of the subject under investigation, without manipulating variables or establishing cause-and effect relationships.

## **DATA COLLECTION**

### **Primary data collection methods:**

- Survey
- Interview
- Observations
- Experiments
- Focus groups
- Case studies

### **Secondary data collection methods:**

- Published sources
- Official statistics
- Online data bases
- Historical records.

**Tools for analysis:**

The following tools are used to scrutinize the data previously gathered:

- A. Charts
- B. Tables

**Sampling:**

sampling systems are procedures used to select a subset of individuals or units from a larger populations for the purpose of research or data analysis. The selected sample should be representative of the population to ensure the generalizability of the findings.

In the cluster simple random technique, 109 employees are chosen as sample units from a total of 350 population.

**OBJECTIVES OF THE STUDY:**

- 1. To understand the occupational stress among red collar workers at Orient Bell Ltd.
- 2. To identify the factors contributing to occupational stress among red collar workers.
- 3. To examine the level of job satisfaction among red collar workers and its relationship with occupational stress
- 4. To assess the action plan for Employee to reduce Occupational stress & increase job satisfaction among red collar workers.

**Types of hypotheses:**

- 1. Null hypothesis
- 2. Alternative hypothesis

**Hypotheses methodology**

**(H1):** There is significant relationship between occupational stress & job satisfaction among red collar workers at Orient Bell Ltd.

**(H0):** There is no significant relationship between occupational stress & job satisfaction among red collar workers at Orient Bell Ltd.

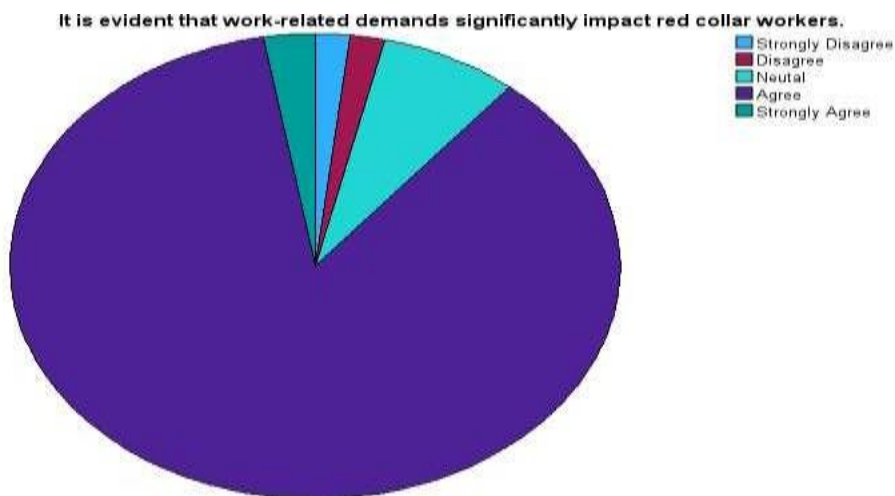
## V. ANALYSIS:

Data analysis & interpretation were done using SPSS software.

### Frequency

Table 4.1

Q1. It is evident that work-related demands significantly impact red collar worker.					
		Frequency	%	Valid %	Cumulative %
valid	Strongly Disagree	2	1.8	1.8	1.8
	Disagree	2	1.8	1.8	3.7
	Neutral	8	7.3	7.3	11.0
	Agree	94	85.5	86.2	97.2
	Strongly Agree	3	2.7	2.8	100.0
	Total	109	99.1	100.0	
Missing	System	1	.9		
Total		110	100.0		



### Interpretation:

Based on the data provided, its clear that a large majority (86.2%) of people agree that work-related demands have a significanttt impact on red-collar workers. On the other hand, a small percentage (1.8%) strongly disagree, and an equal percentage (1.8%) disagrees with this statement. Additionally, a moderate portion (7.3%) remains neutral, while a notable portion (2.8%) strongly agree with the statement.

### Inference:

Overall, the data suggests the middle-of-the-road of respondents acknowledge the substantial impact of work-related demands on red-collar workers.

### CHI – SQUARE ANALYSIS TABLE: 4.2

**Employee Experience Q5. Red collar workers feel their workload exceeds manageable limits.**

chi- square tests			
	value	D f	asymptotic Significance (2-sided)
Pearson Chi -Square	8.561 <sup>a</sup>	16	.930
Likelihood Ratio	8.982	16	.914
Linear-by-Linear Association	.348	1	.555
N of Valid Cases	109		
a. 19 cells (76.0%) have expected count less than 5. The minimum expected count is .01.			

**Interpretation:** As shown by the high p-values (above 0.05) and the presence of certain cells with expected counts below 5 (in 76.0% of cases), with the smallest expected count being .01, the findings of the Chi-Square Examinations show that there is no meaningful relationship among the variables. The significant value is more than 0.05 so accept the null hypothesis.

### ONE WAY ANOVA TABLE: 4.3

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Receive recantation and apperception for work which contributes job satisfaction	Between Groups	1.590	3	.530	1.200	.314
	Within Groups	46.373	105	.442		
	Total	47.963	108			
Opportunities for growth & advancement at orient bell contribute to job satisfaction	Between Groups	2.117	3	.706	1.813	.149
	Within Groups	40.874	105	.389		
	Total	42.991	108			

**Interpretation:** There is no significant difference in job satisfaction scores based on variations in "Receive recantation and apperception for work" or "Opportunities for growth and advancement at orient bell" as indicated by the non-significant F-values (1.200, .149) and p-values (.314, .149) in the ANOVA analysis. The



significant value is greater than 0.05 so we accept the null hypothesis.

# T- TEST:

TABLE: 4.4

Paired Samples Correlations					
		N	Correlation	Significance	
				One-Sided p	Two-Sided p
Pair 1	The management provides sufficient support to red collar workers in managing their stress levels. & Red collar workers believe that job insecurity contributes to their occupational stress.	109	.285	.001	.003
Pair 2	Workload demands are excessively high and often overwhelming. & There is a lack of control or autonomy in decision-making related to job tasks.	109	-.044	.326	.652
Pair 3	There is a lack of work-life balance due to long working hours or inflexible schedules. & Often obtain experience high levels of stress related to job responsibilities.	109	.249	.005	.009
Pair 4	opportunities for growth and advancement at orient bell contribute to job satisfaction & The organization provides adequate training and resources to perform job tasks effectively.	109	.209	.015	.029

**Interpretation:** The paired samples correlations indicate that There is a considerable for granted. correlation between the management's support for red collar workers' stress management and the belief of job insecurity contributing to occupational stress ( $p = .003$ ); however, no significant correlation is found between workload demands and lack of control in decision-making related to job tasks ( $p = .652$ ). Additionally, there is a

significant a solid connection between a lack of work- balance in daily life experiencing high levels of job-related stress ( $p = .009$ ), as well as a significant positive correlation between opportunities for growth and job satisfaction, along with the organization providing adequate training and resources to do a job well ( $p = .029$ ).

## **VI. LIMITATIONS:**

- The data collected through self-report measures (e.g., questionnaires) may be subject to participants' subjectivity, memory recall issues, or social desirability bias.
- If the study adopts a cross-sectional design, it ability to establish causal relationships between occupational stress and job satisfaction.
- The study's focus on Orient Bell Limited may limit the generalizability of the findings toother organizations or industries.
- study may fail to account for variables that could distort the conclusion and affect the connection amid occupational stress and job satisfaction.

## **FINDINGS**

- A substantial majority of respondents (54.1% strongly agree, 37.6% agree) believe that red-collar workers experience a high level of pressure due to their job responsibilities. However, a minority disagree (2.8%) or strongly disagree (0.9%).
- A significant proportion of respondents (83.5%) agree (50.5%) or strongly agree (33.0%) that red-collar workers often face difficulties in balancing their work and personal life. A smaller percentage disagree (1.8%) or strongly disagree (1.8%), while a notable number remain neutral (12.8%).
- The lack of control or autonomy in decision-making related to job tasks negatively affects the stress levels of red collar workers.
- Red collar workers who experience high levels of stress related to job responsibilities also report a lack of social support and teamwork within the work environment.

## SUGGESTIONS

- Organizing regular stress management workshops for red-collar workers for managing job-related stress, improving time management, & enhancing resilience.
- Workload redistribution among red-collar workers and consider ways to balance it more effectively.
- Train supervisors and managers to create a supportive & positive work environment. Encourage open communication, recognition of achievements, & active listening.
- Work-Life Integration Policies: Encourage work-life integration rather than strict separation, enabling employees to blend their personal and professional lives more effectively.

## VII. CONCLUSION:

The study on the impact of occupational stress among red collar workers at Orient Bell Limited revealed that these workers experience considerable stress due to factors such as high workload demands, job insecurity, and a lack of work-life balance. However, the organization's support in managing stress, opportunities for growth and advancement, and provision of adequate training and resources positively influenced job satisfaction. Implementing strategies to address these stressors can significantly improve job satisfaction and reduce occupational stress among red collar workers at Orient Bell Limited.

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