



International Journal of Physical and Social Sciences

(ISSN: 2249-5894)

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
<u>1</u>	Micro, Small & Medium Enterprises (MSMEs) Finance – Profitable Business for Banks: Its Ways & Drivers. Dr. Ram Jass Yadav	<u>1-22</u>
<u>2</u>	Constructivism As A Paradigm for Teaching and Learning. Mrs. Seema Gupta	<u>23-47</u>
<u>3</u>	Consumer Attitude Towards Newspapers. Mr. Ajit Dhar Dubey	<u>48-67</u>
<u>4</u>	Developing The Workforce Of The Future Through Work Integrated Learning Program. Dr. S. Kaliyamoorthy and S. Sridevi	<u>68-86</u>
<u>5</u>	The link between employees well -being and job performance. Mr. Param Saraswat	<u>87-106</u>

Chief Patron

Dr. JOSE G. VARGAS-HERNANDEZ

Member of the National System of Researchers, Mexico
Research professor at University Center of Economic and Managerial Sciences,
University of Guadalajara
Director of Mass Media at Ayuntamiento de Cd. Guzman
Ex. director of Centro de Capacitacion y Adiestramiento

Patron

Dr. Mohammad Reza Noruzi

PhD: Public Administration, Public Sector Policy Making Management,
Tarbiat Modarres University, Tehran, Iran
Faculty of Economics and Management, Tarbiat Modarres University, Tehran, Iran
Young Researchers' Club Member, Islamic Azad University, Bonab, Iran

Chief Advisors

Dr. NAGENDRA. S.

Senior Asst. Professor,
Department of MBA, Mangalore Institute of Technology and Engineering, Moodabidri

Dr. SUNIL KUMAR MISHRA

Associate Professor,
Dronacharya College Of Engineering, Gurgaon

Editorial Board

Dr. CRAIG E. REESE

Professor, School of Business, St. Thomas University, Miami Gardens

Dr. S. N. TAKALIKAR

Principal, St. Johns Institute of Engineering, PALGHAR (M.S.)

Dr. RAMPRATAP SINGH

Professor, Bangalore Institute of International Management, KARNATAKA

Dr. P. MALYADRI

Principal, Government Degree College, Osmania University, TANDUR

Dr. Y. LOKESWARA CHOUDARY

Asst. Professor Cum, SRM B-School, SRM University, CHENNAI

Prof. Dr. TEKI SURAYYA

Professor, Adikavi Nannaya University, ANDHRA PRADESH, INDIA

Dr. T. DULABABU

Principal, The Oxford College of Business Management, BANGALORE

Dr. A. ARUL LAWRENCE SELVAKUMAR

Professor, Adhiparasakthi Engineering College, MELMARAVATHUR, TN

Dr. S. D. SURYAWANSHI

Lecturer, College of Engineering Pune, SHIVAJINAGAR

Dr. S. KALIYAMOORTHY

Professor & Director, Alagappa Institute of Management, KARAIKUDI

Prof S. R. BADRINARAYAN

Sinhgad Institute for Management & Computer Applications, PUNE

Mr. GURSEL ILIPINAR

ESADE Business School, Department of Marketing, SPAIN

Mr. ZEESHAN AHMED

Software Research Eng, Department of Bioinformatics, GERMANY

Mr. SANJAY ASATI

Dept of ME, M. Patel Institute of Engg. & Tech., GONDIA(M.S.)

Mr. G. Y. KUDALE

N.M.D. College of Management and Research, GONDIA(M.S.)

Editorial Advisory Board

Dr. MANJIT DAS

Assistant Professor, Deptt. of Economics, M.C.College, ASSAM

Dr. ROLI PRADHAN

Maulana Azad National Institute of Technology, BHOPAL

Dr. N. KAVITHA

Assistant Professor, Department of Management, Mekelle University, ETHIOPIA

Prof C. M. MARAN

Assistant Professor (Senior), VIT Business School, TAMIL NADU

Dr. RAJIV KHOSLA

Associate Professor and Head, Chandigarh Business School, MOHALI

Dr. S. K. SINGH

Asst. Professor, R. D. Foundation Group of Institutions, MODINAGAR

Dr. (Mrs.) MANISHA N. PALIWAL

Associate Professor, Sinhgad Institute of Management, PUNE

Dr. (Mrs.) ARCHANA ARJUN GHATULE

Director, SPSPM, SKN Sinhgad Business School, MAHARASHTRA

Dr. NEELAM RANI DHANDA

Associate Professor, Department of Commerce, kuk, HARYANA

Dr. FARAH NAAZ GAURI

Associate Professor, Department of Commerce, Dr. Babasaheb Ambedkar Marathwada University, AURANGABAD

Prof. Dr. BADAR ALAM IQBAL

Associate Professor, Department of Commerce, Aligarh Muslim University, UP

Associate Editors

Dr. SANJAY J. BHAYANI

Associate Professor, Department of Business Management, RAJKOT (INDIA)

MOID UDDIN AHMAD

Assistant Professor, Jaipuria Institute of Management, NOIDA

Dr. SUNEEL ARORA

Assistant Professor, G D Goenka World Institute, Lancaster University, NEW DELHI

Mr. P. PRABHU

Assistant Professor, Alagappa University, KARAIKUDI

Mr. MANISH KUMAR

Assistant Professor, DBIT, Deptt. Of MBA, DEHRADUN

Mrs. BABITA VERMA

Assistant Professor, Bhilai Institute Of Technology, DURG

Ms. MONIKA BHATNAGAR

Assistant Professor, Technocrat Institute of Technology, BHOPAL

Ms. SUPRIYA RAHEJA

Assistant Professor, CSE Department of ITM University, GURGAON

Title

**THE LINK BETWEEN EMPLOYEES WELL -
BEING AND JOB PERFORMANCE**

Author(s)

Mr. Param Saraswat

Research Scholar,

Singhania University

Pachori Bari,

Distt. JHUNJHUNU (Rajasthan)

Abstract:

The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders. Stress refers to individual's reaction to a disturbing factor in the environment. It is an adaptive response to certain external factor or situation or what can be called environmental stimuli as reflected in an opportunity, constraint, or demand the outcome of which is uncertain but important. In short stress is a response to an external factor that results in physical, emotional, behavioral deviations in a person. Stress is an all pervading modern phenomenon that takes a heavy toll of human life. Different situations and circumstances in our personal life and in our job produce stress. Those can be divided into factors related to the organization and factors related to the person which include his experience and personality traits. Job related factors are work overload, time pressures, poor quality of supervision, insecure political climate, role conflict and ambiguity, difference between company values and employee values. Person related factors are death of spouse, or of a close friend, family problems, change to a different line of work, prolonged illness in the family, change in social activities, eating habits.

Keywords:- Work Stress, Job Performance, Job Related Factors, Employee Values.

Introduction:

The word stress is derived from a Latin word “**stringere**”, meaning to draw tight. From the view point of physical sciences, the phenomena of stress are evident in all materials when they are subjected to “force, pressure, strain or strong-front”. Every material steel, rock or wood has its own limit up to which it can withstand stress without being damaged. Similarly human beings can tolerate certain level of stress. Stress is highly individualistic in nature. Some people have high levels of stress tolerance for stress and thrive very well in the face of several stressors in the environment. In fact, some individuals will not perform well unless they experience a level of stress which activates and energizes them to put forth their best results.

For every individual there is an optimum level of stress under which he or she will perform to full capacity. If the stress experience is below the optimum level, then the individual gets bored, the motivational level of work reaches a low point and it results to careless mistakes,

forgetting to do things and thinking of things other than work during work hours and also leads to absenteeism which may ultimately lead to turnover. If on the other hand, stress experience is above the optimum level, it leads to too many conflicts with the supervisor or leads to increase of errors, bad decisions and the individual may experience insomnia, stomach problems, and psychosomatic illness.

The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders. Stress refers to individual's reaction to a disturbing factor in the environment. It is an adaptive response to certain external factor or situation or what can be called environmental stimuli as reflected in an opportunity, constraint, or demand the outcome of which is uncertain but important. In short stress is a response to an external factor that results in physical, emotional, behavioral deviations in a person.

Stress is an all pervading modern phenomenon that takes a heavy toll of human life. Different situations and circumstances in our personal life and in our job produce stress. Those can be divided into factors related to the organization and factors related to the person which include his experience and personality traits. Job related factors are work overload, time pressures, poor quality of supervision, insecure political climate, role conflict and ambiguity, difference between company values and employee values. Person related factors are death of spouse, or of a close friend, family problems, change to a different line of work, prolonged illness in the family, change in social activities, eating habits,

DEFINITION:

Stress in individual is defined as any interference that disturbs a persons' healthy mental and physical well being. It occurs when the body is required to perform beyond its normal range of capabilities.

Stress is the way that you react physically, mentally and emotionally to various conditions, changes and demands in your life. High levels of stress can affect your physical and mental well being and performance.

The results of stress are harmful to individuals, families, society and organizations, which can suffer from “organization stress”. Ivancevich and Matteson define stress as individual with the environment.

Behr and Newman define job stress as “a condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning”.

Stress is a dynamic condition, which an individual is confronted with an opportunity, constraint or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important. Stress is associated with constraints and demands. The former prevent you from doing what you desire, the latter refers to the loss of something desired.

Stress is highest for those individuals who perceive that they are uncertain as to whether they will win or lose and lowest for those individuals who think that winning or losing is certainty.

Canadian physician Hans Selye (1907-1982) in his book *The Stress of Life* 1956 popularized the idea of stress. According to Selye, the General Adaptation Syndrome consists of three phases.

Alarm Reaction: The first is the alarm phases. Here the individual mobilizes to meet the threat. The alarm reaction has two phases. The first phases includes in initial “stock shock phase” in which defensive mechanism become active. Alarm reaction is characterized by autonomous excitability; adrenaline discharges; increase heart rate, ulceration. Depending on the nature & intensity of the threat and the condition of the organization the period of resistance varies and the severity of symptoms may differ from “mild invigoration” to “disease of adaptation”.

Resistance: The second is the phase of resistance. The individual attempts to resist or cope with the threat. Maximum adaptation occurs during this stage. The bodily signs characteristic of the alarm reaction disappear. If the stress persist, or the defensive reaction proves ineffective, it may overwhelm the body resources. Depleted of energy, the body enters the phase of third.

Exhaustion: Adaptation energy is exhausted. Signs of the alarm reaction reappear, and the resistance level begins to decline irreversibly. The organism collapses.

Research Methodology:

The proposed study is based upon primary as well secondary data. In the collection of primary data a questionnaire used for 300 employees in different industries on random sampling basis, which contained all necessary information needed for effectiveness and relevancy of research. Secondary data is collected from various government and non-government organization Graph and charts has been used for effectual presentation of data.

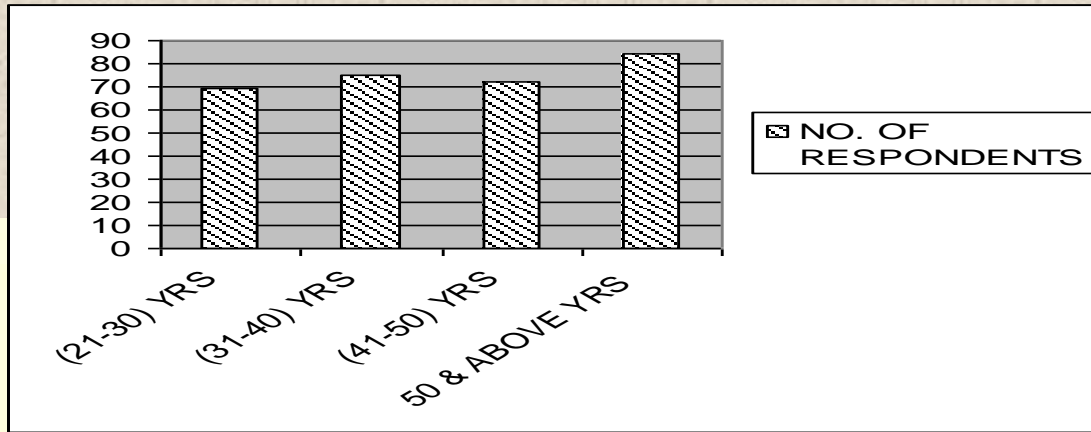
Objectives of the study:

- To undergo an in-depth study about the cause of stress among the employees of various industry.
- To find out the level and kind of stress among the employees of different age groups.
- To study about the effects of stress on employees performance.

DATA ANALYSIS AND INTERPRETATIONS:**Table 1.1: AGE WISE CLASSIFICATION OF EMPLOYEES**

AGE	NO. OF RESPONDENTS	PERCENTAGE
(21-30) YRS	69	23%
(31-40) YRS	75	25%
(41-50) YRS	72	24%
50 & ABOVE YRS	84	28%
Total	300	100%

CHART 1.1: AGE WISE CLASSIFICATION OF EMPLOYEES



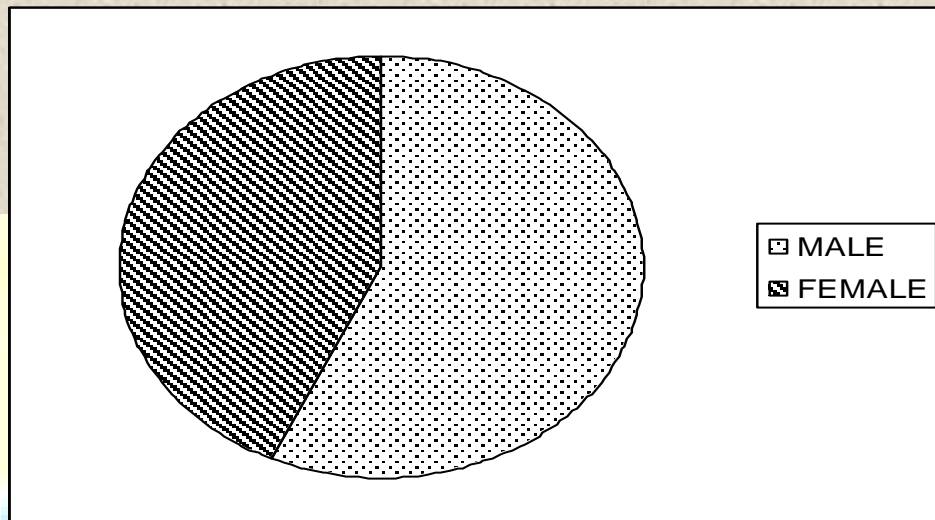
Inference:

It is observed from the survey that 25% of the respondents are between (31-40) yrs, 24% of the respondents are between (41-50) yrs, 28% of the respondents are above 50 years and 23% of the respondents are between (21-30) yrs.

TABLE 1.2: GENDER WISE CLASSIFICATION OF EMPLOYEES

GENDER	NO. OF RESPONDENTS	PERCENTAGE
MALE	171	57%
FEMALE	129	43%
Total	300	100%

CHART 1.2: GENDER WISE CLASSIFICATION OF EMPLOYEES



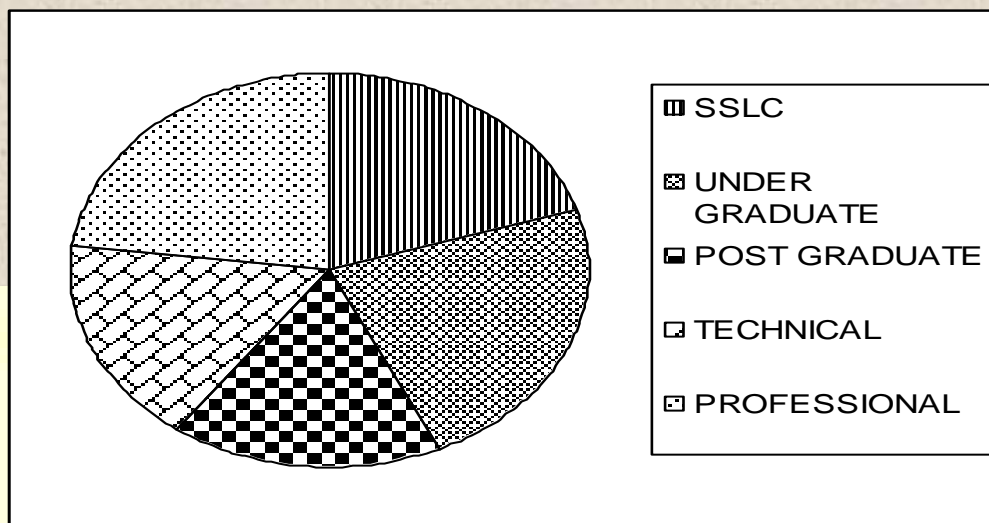
Inference:

As the total sample size is 300 employees and out of which 171 male and 129 female. It is found from the survey that 57% of the respondents are male and 43% of the respondents are female.

TABLE 1.3: CLASSIFICATION ON EDUCATIONAL QUALIFICATION

QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
SSLC	60	20%
UNDER GRADUATE	69	23%
POST GRADUATE	51	17%
TECHNICAL	51	17%
PROFESSIONAL	69	23%
Total	300	100%

CHART 1.3: CLASSIFICATION ON EDUCATIONAL QUALIFICATION



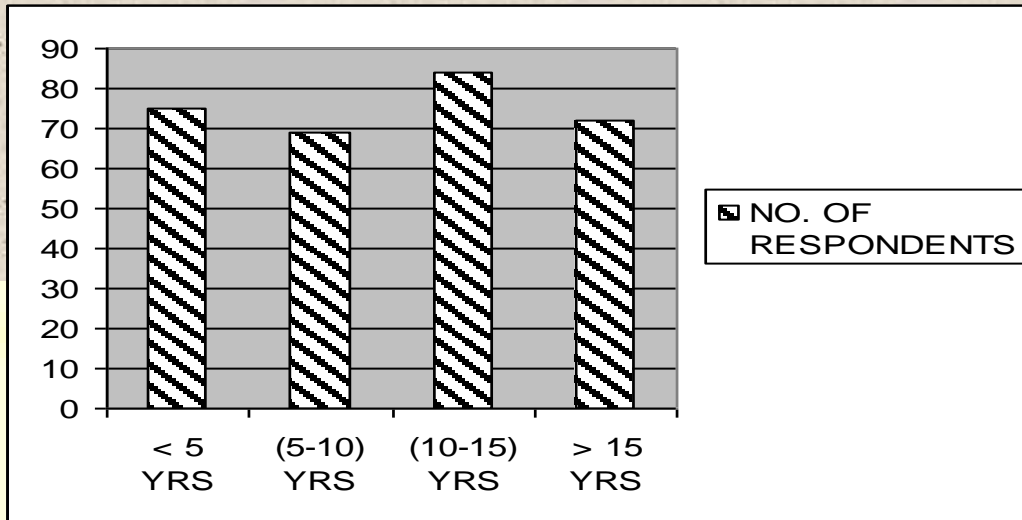
Inference:

It is evident from the survey that 69% of the respondents are professionally qualified, 23% of the respondents have graduation, 17% of the respondents have post graduation and technically qualified, 20% of the respondents have only done finished SSLC.

TABLE 1.4: WORK EXPERIENCE WITH THE COMPANY

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE
< 5 YRS	75	25%
(5-10) YRS	69	23%
(10-15) YRS	84	28%
> 15 YRS	72	24%
TOTAL	300	100%

CHART 1.4: WORK EXPERIENCE WITH THE COMPANY



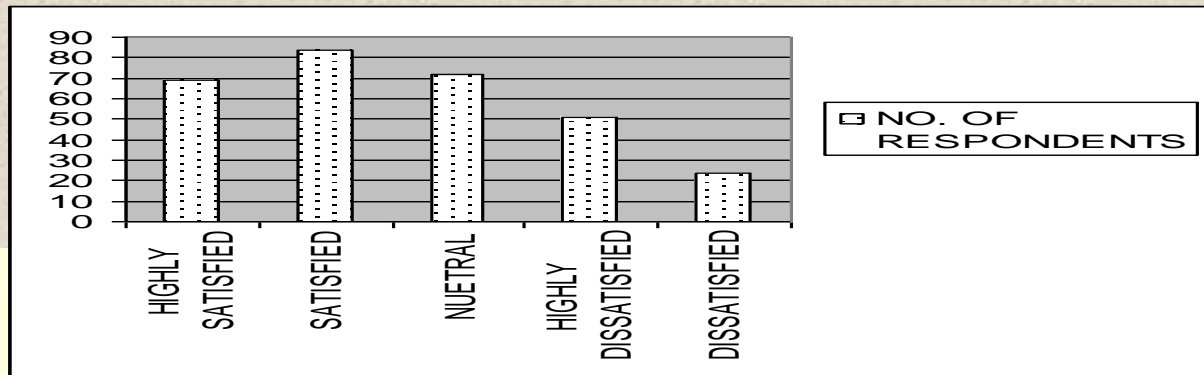
Inference:

It is found from the survey that 24% of the respondents have more than 15 years of experience, 23% of the respondents have (5-10) yrs of experience and 28% of the respondents have their experience between (10-15) yrs remaining 24% of the respondents have less than 5 years of experience.

TABLE 1.5: PHYSICAL WORKING CONDITION OF THE ORGANIZATION

SATISFACTION	NO. OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	69	23%
SATISFIED	84	28%
NUETRAL	72	27%
HIGHLY DISSATISFIED	51	17%
DISSATISFIED	24	8%
TOTAL	300	100%

CHART 1.5: PHYSICAL WORKING CONDITION OF THE ORGANIZATION



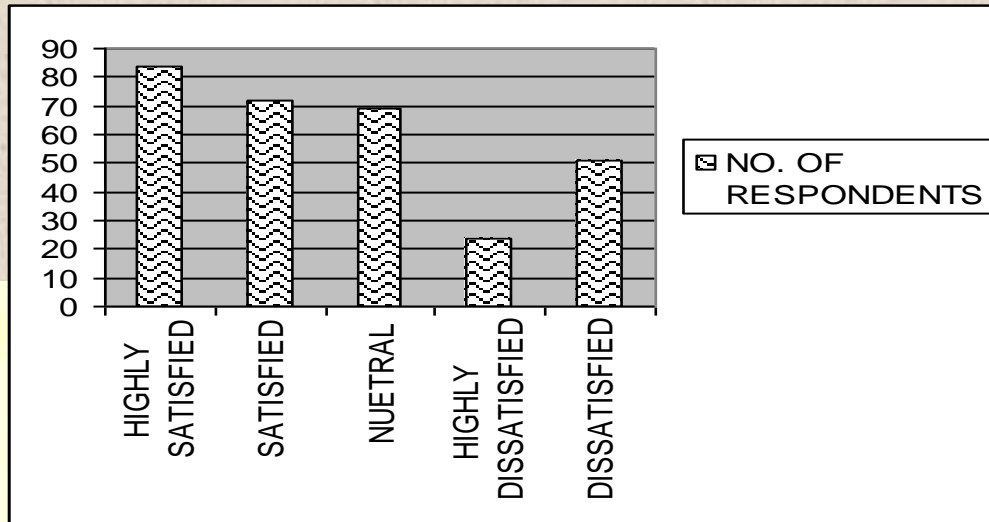
Inference:

It is found from the survey that more than half of the respondents (28%) are satisfied with the physical working condition of the organization. 27% of the respondents are neither satisfied nor dissatisfied with the physical working condition of the organization, 23% of the respondents are highly satisfied with the physical working condition of the organization, 17% of the respondents are highly dissatisfied with physical condition provided and 8% respondents are dissatisfied with physical working condition of the organization.

TABLE 1.6: OPINION ABOUT THE PAYPACKAGE PROVIDED BY THE ORGANIZATION

SATISFACTION	NO. OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	84	28%
SATISFIED	72	24%
NUETRAL	69	23%
HIGHLY DISSATISFIED	24	8%
DISSATISFIED	51	17%
TOTAL	300	100%

CHART 1.6 : OPINION ABOUT THE PAY PACKAGE



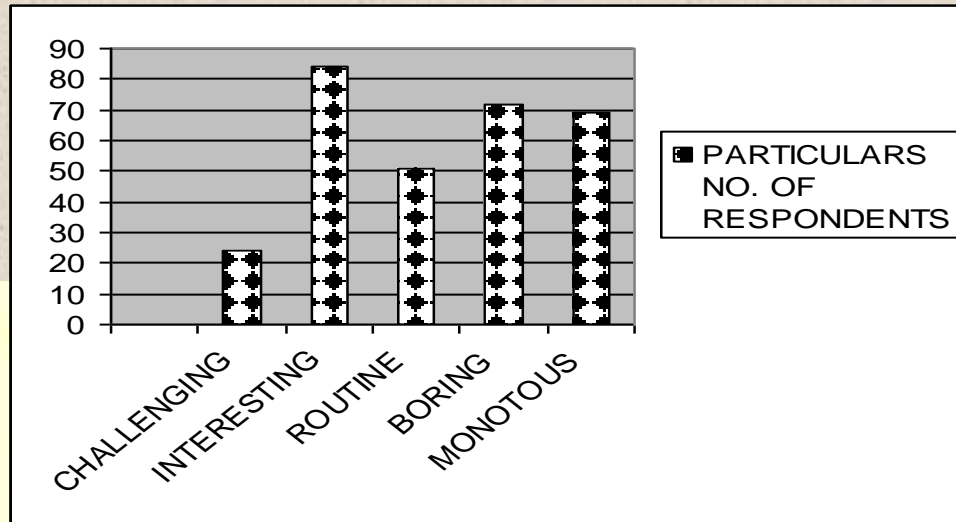
Inference:

It is evident from the survey that 28% of the employees are highly satisfied with the pay scale provided, 24% of the respondents are satisfied with their pay scale, 23% of them are neither satisfied nor dissatisfied, 8% of them are highly dissatisfied, and 17% of the respondents are dissatisfied with the pay scale provided.

TABLE 1.7: OPINION ABOUT THE JOB

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
CHALLENGING	24	8%
INTERESTING	84	28%
ROUTINE	51	17%
BORING	72	24%
MONOTOUS	69	23%
TOTAL	300	100%

CHART 1.7: OPINION ABOUT THE JOB

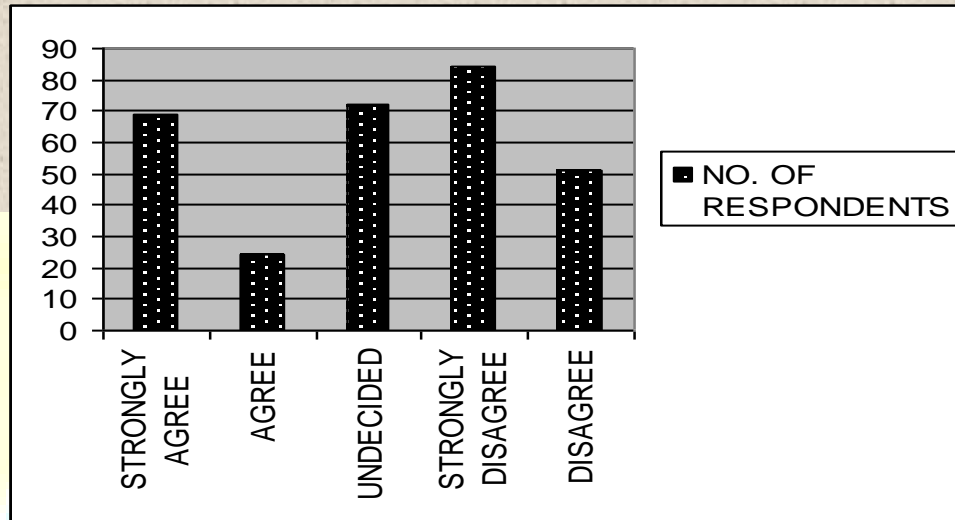


Inference:

It is observed from the survey that 28% of the respondents feel the job interesting, 24% of them feel it boring, 17% of the respondent feel it routine, 23% of them feel it boring and 8% of them feel it challenging.

TABLE 1.8: OPINION ABOUT THE COMPLETION OF THE WORK AT THE SPECIFIED TIME

SATISFACTION	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	69	23%
AGREE	24	8%
UNDECIDED	72	24%
STRONGLY DISAGREE	84	28%
DISAGREE	51	17%
TOTAL	300	100%

CHART1.8: PROGRAMS THAT COULD BE ADAPTED TO MANAGE STRESS**Inference:**

It is found from the survey that 23% of them strongly agree that they can complete the work at time, 8 % of them agree that they can complete work at time, 24% of them have no idea, 28% of them strongly disagree that they cannot complete the work in time, 17% of them disagree that they cannot finish the work in time.

FINDINGS:

- It is observed from the survey that 25% of the respondents are between (31-40) yrs, 24% of the respondents are between (41-50) yrs, 28% of the respondents are above 50 years and 23% of the respondents are between (21-30) yrs.
- It is found from the survey that 57% of the respondents are male and 43% of the respondents are female.
- It is evident from the survey that 69% of the respondents are professionally qualified, 23% of the respondents have graduation, 17% of the respondents have post graduation and technically qualified, 20% of the respondents have only done finished SSLC.

- It is found from the survey that 24% of the respondents have more than 15 years of experience, 23% of the respondents have (5-10) yrs of experience and 28% of the respondents have their experience between (10-15) yrs remaining 24% of the respondents have less than 5 years of experience.
- It is found from the survey that more than half of the respondents (28%) are satisfied with the physical working condition of the organization. 27% of the respondents are neither satisfied nor dissatisfied with the physical working condition of the organization, 23% of the respondents are highly satisfied with the physical working condition of the organization, 17% of the respondents are highly dissatisfied with physical condition provided and 8% respondents are dissatisfied with physical working condition of the organization.

It is evident from the survey that 28% of the employees are highly satisfied with the pay scale provided, 24% of the respondents are satisfied with their pay scale, 23% of them are neither satisfied nor dissatisfied, 8% of them are highly dissatisfied, and 17% of the respondents are dissatisfied with the pay scale provided.

BIBLIOGRAPHY:

BOOKS

- Ahuja. K.K- “Industrial psychology and organizational behavior”, Khanna publishers, New Delhi, 1991.
- Biswanath Ghosh- “A new look organizational behavior”, Himalaya Publishing House New Delhi, 1994.
- Finemann- “A Psychological Model of Stress and its application to managerial unemployment”, Human relations, 1979.
- Ghosh P.K. and Ghorpade M.B. - “Industrial and Organizational Psychology”, Himalaya Publishing House, Bombay 1991.
- Kapur S.K, Punia B.K.-“Organizational Behavior and Management”, S.K.Publishers, New Delhi.

- Laurie J. Mullins – “Organizational Behavior”, Pitman’s publishing Ltd, London, 1990.
- Paul Hersey, Kenneth H. Blanchard, Dewey E. Johnson – “Organizational Behavior”, Prentice Hall of India Pvt. Ltd, 1998.
- Srivastava A.K, “A study of Job Stress Mental health relationship a moderator by adopted coping strategies, psychological studies”, 1991.
- Stephen P. Robbins, “Organizational Behavior”, Prentice Hall, U .K. 1999.

JOURNALS AND MAGAZINES

- Business line, “The stress is beginning to show”, Financial Express published by Hindu, Trivandrum, 1989.
- Brief A.P. and Atieth J.M., “Studying Job Stress: Are we making mountains out of mole Hills?” Journal of occupational behavior, 1987.
- Jamal M., “Job Stress-Prone Type A behavior and personal and organizational consequences”, Canadian Journal of Administrative.
- Dr.Satish Chandra Pandey, “Indian ways of winning Stress”, The Journal of Indian Management and Strategy, 1997.
- And Other HR Journals and Magazine.