

Impact of Stress on Employee Motivation

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Abstract

Purpose: The purpose of this study is to find the impact of stress on motivation of employees at SIS Security Services Ltd.

The rising urbanization, increase in crimes and the need of safety and protection has given a big boost to the security industry.

According to a latest report of FICCI, there is a lot of potential in the Indian personal security market. According to their estimates this market is likely to be around INR 99,000 crore in 2020 and INR 1.5 lakh by 2022. This sector is also creating a lot of employment opportunities for the people and there and it is also attracting a lot of new players. The job involves a lot of concentration, dedication and focus, thus impacts the stress level of the employees.

Design/Methodology/Approach: *An exploratory study was conducted on the employees of the company. A sample of 100 employees was randomly selected to study their stress and motivation levels.*

Originality/value *The study examined the stress and motivation level of the employees of the company.*

Keywords: *Stress, Motivation, Security Services*

Introduction

In today's world, stress has become a most important unwanted part of our life. According to Kapdiya N (2017) "Stress is a biological term which refers to the consequences of the failure of human or animal body to respond appropriately to emotional or physical threats to the organism whether actual or imagined."

Stress causes deviation in the normal functioning of one's life and it requires certain mental, physical and emotional adjustments (Luthans, 2005). Stress in an employee's life directly impacts the organization as employees in stress make more work errors, fall sick often and also perform inefficiently (Dhobale, 2009).

Impact of stress on an organization is negative as it leads to behavioural changes in employees. This has a direct impact on the motivation level of the employees. If not managed properly and on time, this can impact employee commitment, non-cooperation with the co-workers, frequent errors and increase in turnover. (Manivannan et al, 2007). Motivation is thus an important tool of the management which can make or break the organization. It is "the way in which urges, desires, aspirations, striving or needs direct, control or explain the behavior of human beings". Dalton E. Farland (1974).

Keeping in view the effects of job stress and importance of motivation for organizational growth and growth of employees, this study is an attempt to understand the impact of stress on employees motivation. The study is conducted on the employees of SIS Security Services Ltd.

Objective of the study: The primary objective of the study is to find out the impact of stress on employee motivation at SIS Security Ltd.

Research Methodology

Research Design: The research design for the current research is exploratory and descriptive.

Sample Size: Sample size of the survey is 100 employees.

Sampling design: Simple random sampling is used for the survey.

Survey instruments: Survey instruments used for the research are questionnaire and interview.

Analytical tools: Analytical tools used for the research are co-relation, regression and annova.

Hypothesis

H0 = There is no significant relationship between stress and motivation

H1 = There is significant relationship between stress and motivation.

H02 = There is no significant difference in variables according to gender.

H12 = There is a significant difference in variable according to gender.

H03 = There is no significant difference in variables according to experience

H13 = There is no significant difference in variables according to experience

Data Analysis and Results:

Hypothesis 1:

H0 = There is no significant relationship between stress and motivation.

H1 = There is significant relationship between stress and motivation.

Correlation:**Correlations**

		Stress Score	Motivation level
Stress Score	Pearson Correlation	1	-.467**
	Sig. (2-tailed)		.000
	N	100	100
Motivation level	Pearson Correlation	-.467**	1
	Sig. (2-tailed)	.000	
	N	100	100

**. Correlation is significant at the 0.01 level (2-tailed).

Interpretation:- P value is -0.467 i.e. less than 0.05. Hence, there exist significant relationship between Stress and Motivation Level. H₁ hypothesis accepted.

Regression:**Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	104.979	2.757		38.083	.000
Stress Score	-.344	.066	-.467	-5.224	.000

Dependent Variable: Motivation level

Interpretation: The P value is less than 0.05. Thus, Null hypothesis will not be accepted.

Regression Equation:-

$$y = \alpha + \beta x$$

Where, y = Motivation level, α = Alpha Value, β = beta value, x = Stress level

$$y = \alpha + \beta x$$

$$\text{Motivation level} = 104.979 + -0.344 * \text{Stress level}$$

Interpretation:- Stress level impacts motivation.

Hypothesis 2:

H₀₂ = There is no significant difference in variables according to gender.

H₁₂ = There is a significant difference in variable according to gender.

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Stress_Score	Male	69	40.4970	8.90045	1.07149	38.3588	42.6351	28.57	62.86
	Female	31	41.8435	9.66221	1.73538	38.2994	45.3877	28.57	62.86
	Total	100	40.9144	9.11562	.91156	39.1057	42.7231	28.57	62.86
Motivation_Level	Male	69	92.03	5.836	.703	90.63	93.43	80	100
	Female	31	88.45	7.894	1.418	85.56	91.35	70	100
	Total	100	90.92	6.711	.671	89.59	92.25	70	100

ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Stress_Score	Between Groups	38.787	1	38.787	.464	.497
	Within Groups	8187.569	98	83.547		
	Total	8226.355	99			
Motivation_level	Between Groups	273.741	1	273.741	6.409	.013
	Within Groups	4185.619	98	42.710		
	Total	4459.360	99			

Interpretation: - The P value of stress level is high than 0.05. Thus, null hypothesis is accepted. I.e. there is no significant difference in stress level and gender. The P value of motivational level is less than 0.05. Thus, null hypothesis is not accepted i.e. there is a significant difference in motivation and gender.

Hypothesis 3:

H₀₃ = There is no significant difference in variables according to experience

H₁₃ = There is no significant difference in variables according to experience

Descriptive

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Stress_Score	Less than 1 year	19	45.2626	9.04913	2.07601	40.9011	49.6242	37.14	62.86
	1 -5 Years	26	42.1981	9.36537	1.83670	38.4153	45.9808	28.57	62.86
	6 - 10 years	22	41.6882	8.84556	1.88588	37.7663	45.6101	28.57	62.86
	11 - 15 years	22	39.0914	8.42907	1.79708	35.3541	42.8286	28.57	54.29
	More 16 years	11	32.4682	3.89092	1.17316	29.8542	35.0821	28.57	40.00
	Total	100	40.9144	9.11562	.91156	39.1057	42.7231	28.57	62.86
Motivation_Level	Less than 1 year	19	85.26	6.674	1.531	82.05	88.48	70	92

Level	1 -5 Years	26	90.46	5.860	1.149	88.09	92.83	78	100
	6 - 10 years	22	91.64	4.885	1.041	89.47	93.80	80	100
	11 - 15 years	22	93.73	5.832	1.243	91.14	96.31	82	100
	More 16 years	11	94.73	7.913	2.386	89.41	100.04	80	100
	Total	100	90.92	6.711	.671	89.59	92.25	70	100

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Stress_Score	Between Groups	1273.092	4	318.273	4.348	.003
	Within Groups	6953.264	95	73.192		
	Total	8226.355	99			
Motivation_level	Between Groups	957.578	4	239.394	6.495	.000
	Within Groups	3501.782	95	36.861		
	Total	4459.360	99			

Interpretation:- The P value of stress level is less than 0.05. Thus the null hypothesis is not accepted. i.e. there is a significant difference in stress level and experience The P value of motivational level is less than 0.05. Thus, null hypothesis is not accepted i.e. there is a significant difference in motivation and experience.

Findings and Suggestions:

From the overall analysis it was found out that stress has an impact on employee motivation in SIS Security Ltd and thus there is significant relationship between stress and motivation. The other outcomes state that there is no significant difference in stress and gender, also there is no significant difference in motivation and gender. There is significant difference in stress and level of management and there is no significant difference in motivation and level of management

The following suggestions can be implemented:

- The organization should take the initiative to identify the stress affected employees in organization at regular intervals
- Stress audit should be undertaken at all levels in the organization to identify stress area improving conditions of job and alleviating job stress.
- Stress management program should be organized that focuses on different categories of employee's at all hierarchical level.
- Employee wellness programs can form a routine part of the organization.

- Suitable steps should be taken to redesign jobs (if possible), or job rotations can be planned to add interest in the routine jobs and motivate employees.
- As far as possible, open communication should be encouraged to discuss if employees are overburdened.
- Counselor could be appointed to discuss and solve problems of employees be it work related or personal.

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