

Work Stress and Psychological Well-Being among Young Employed Adults

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Abstract - Work related stress is a growing problem around the world that affects not only the health and well-being of employees, but also the productivity of organizations. The objective of the present study was to examine relationship between work stress and well-being among employed young adults. A random sample of 100 employed young adults was included in the study, all aged 25-35. A correlational research method was employed, and data was collected through administration of PGI Well Being Scale (Hindi Version) developed by Moudgil & Verma for measuring psychological well-being and the 12 surveyed statements of Schmidt, and Hayes were used for measuring work stress among employed young adults. Product moment correlation was used to analyse the obtained data. Result of the study revealed that work stress has negative effects on health and well-being among employed young adults. Work stress was negatively correlated to psychological well-being.

Index Terms - Employed Young Adults, Psychological Well-being, Work stress

INTRODUCTION

The average young adult spends much of his or her life working. As much as a fifth to a quarter of the adult life satisfaction can be evaluated by satisfaction with work (Campbell, converse, & Rodgers, 1976). Work related stress is a growing problem around the world. With an increase in workplace stress the organizations and decision makers are working towards understanding how the causes and outcomes of stress can be diagnosed and minimized in the work environment face. Stress is caused by stressors that may originate from work overload, employee-employer relationship, lack of job autonomy, work schedule, lack of organisational support, poor quality of work and family life, lack of family and social support etc.

WORK STRESS AND PSYCHOLOGICAL WELL-BEING

Stress occurs when employees are unable to meet the deadlines or when there is excessive work, and the time is limited to complete the work and other different factors. Psychological well-being is responsible for mental well-being and together they help individuals to establish work life balance. If the employee is satisfied and happy with the organisations, he/ she is committed towards the organisation and can easily balance their work-life. Most widely studied workplace stressors are lack of organisational support, work overload, stressors, non-standard work hours including long work hours etc. (Rowe 2011; Zoher 1999; Ostraw 2011 & Shagvaliyeva & Yazdanifard 2014). Ostraw (2011) reported that working for more than 11 hours can result into heart ailments thus negatively affecting employee's health and productivity levels. Research findings by Shagvaliyeva & Yazdanifard (2014) stated that employee well-being, mental & physical and personal well-being affects employee productivity and performance.

Psychological well-being is an important sign of a healthy life. If an employee is mentally ill, it will result in poor behaviour both at work and personal level. Stress produced from work or other sources causes anxiety and depression resulting in poor performance of employees. Long term and extreme stress can be a serious threat for the well-being of an employee. Excessive stress results into burnout and thus ultimately leads to individual and organizational losses. Job stressors not only have negative effect on the physical but psychological health and family life as well such that the person is deviated from normal functioning. Excessive stress can cause sudden cardiac death, tuberculosis and diabetes, psychological diseases like anxiety and depression and behavioural

consequences such as poor academic and work performance (Mishra and Kumari, 2009). According to the researchers organisational commitment is the moderator of stress. It is not only related to physical outcomes but also acts as a moderator for stressor-health relationship (Ahmed Shaikh, 2013). A research study was conducted to examine the relationship between perceived job stress, job pressure and job threat on the wellbeing of employees by Bell, Rajendran & Theiler (2012), it was found that perceived job stress was strongly and negatively related to work life balance thus having a negative relationship to well-being to employees but had a weaker positive relationship to the ill-being of employees. When employees are confronted with immediate perceived stress such as shorter deadlines, it affects their personal lives and anxiety levels at a short-term level and not in the long term thus not affecting their well-being in the long term (Bell, Rajendran & Theiler, 2012).

OBJECTIVE

The objective of the present study is to examine relationship between work stress and psychological well-being among employed young adults.

Hypotheses: There is a significant relationship between work stress and psychological well-being among employed young adults.

METHOD

The total sample of the present study consisted of 100 employed young adults all aged 25-35 years. Public and private sector the employed young adults were randomly selected from public and private sectors. Correlational research design was used in the present study to examine relationship between work stress and well-being among employed young adults.

TOOLS:

For the present investigation which intends to study work stress and well-being of employed young adults two standardised self-report measures were used.

1. Stress in Workplace Scale: This scale is developed by Harter and Schmidt (2000) & Harter, Schmidt and Hayes (2002) for measuring work stress. This scale includes 12 surveyed statements related to work stress. These 12 statements are asked of each employee with six-

response options (5=strongly agree, 1=strongly disagree, 6=don't know).

2. P.G.I. General Well-being Scale (Hindi version):

This is a 20-point scale for measuring well-being. Hindi version of this scale is made available by Moudgilet.al, in 1986.

PROCEDURE: Participants were contacted face to face by the researcher and informed about the nature of the study. They were then asked to fill in the questionnaires in their free time, on their own, and in quiet conditions if they decided that they wished to participate in the study voluntarily.

SCORING AND STATISTICAL ANALYSIS:

Scoring and statistical analysis of questionnaires were done according to the instructions given in their respective manuals. After scoring all subjects, responses, Product moment correlation was applied to examine the relationship between work stress and well-being of employed young adults.

Analysis and Interpretation of Data

The present investigation aimed to study the relationship between psychological wellbeing and work stress among employed young adults.

For the statistical analysis of the obtained raw scores, the product moment coefficient of correlation was computed to test the hypothesis. Correlation matrix was formed which shows inter-correlation among proposed variables.

		ell being	ork stress
ell being	Pearson Correlation	1	.664**
	Sig. (2-tailed)		.001
	N	100	100
ork stress	Pearson Correlation	.664**	1
	Sig. (2-tailed)	.001	
	N	100	100

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

The matrix of coefficient of correlation (Table 1) indicates that work stress and psychological wellbeing were negatively correlated ($r = -.664$). Thus, increase in work stress scores tends to decrease in psychological well-being.

DISCUSSION

Based on the results of the study, it can be concluded that there was an effect between workplace stress and

employee well-being. An increase in workplace stress would reduce psychological well-being of employees. Bell, Rajendran & Theiler (2012) in their research study among Australian academicians have concluded that when employees are faced with immediate perceived stress such as shorter deadlines, it affects their personal lives and anxiety levels at a short-term level and not in the long term thereby not affecting their well-being in the long term. The relationship between work stress and well-being has been documented (e.g. Cooper & Marshall, 1976, Kasl, 1978, Lu et al., 1994). Workplace stress is not the only predictor employee wellbeing; other factors such as changes in the organization, job insecurity, non-work-related stress etc. may also affect employee well-being. The findings of this research study may not be conclusive but definitely the constructs of the study are of importance from personnel aspects. A bigger sample may be helpful in further strengthening the findings of the current research. At the same time socio, demographic aspects have been clearly affecting perceived workplace stress as concluded by Al Mazrouei A. et al (2015). Growth and development of employees are also important to recover the psychological well-being of employees. This can be done by developing support and mentorship programs with senior supervisors (Zhang and Tan, 2012).

CONCLUSION

On the basis of present study it can be concluded that work stress has negative impact on wellbeing and health of employees. Working towards ensuring stress is not affecting employee wellbeing both in short and long term is a collective responsibility of employee employer and authorities. Lot of measures have been recommended and to a considerable extent implemented include flexible work schedules, promoting employee involvement in work related decisions, organizational and supervisory support extended, training and counselling sessions to help in coping with stress etc. It is the responsibility of organization to take care of the wellness of employees to ensure appropriate productivity and performance and work life balance. Industry specific stress management strategies need to be developed by the decision makers. Researchers need to conduct investigations that will help in improving overall

effectiveness of organizations by minimizing the negative outcomes.

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