

A study of job stress with special reference to the private sector

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Abstract

The study aims to delve intricate dynamics of private sector job stress in the context of rising workplace demands and evolving organizational dynamics. First, we want to find out how common occupational stress is and what causes contribute to it. Second, we want to figure out which variables are most significant in this situation. This study uses a thorough methodology that includes regression and correlation analysis with a sample size of 600 participants, and it reveals notable conclusions. Workload and time pressure, interpersonal connections, role ambiguity and conflict, lack of control, and competitive environment made for 20.8% of the variation in job stress, according to the regression analysis. Curiously, contrary to previously held beliefs, the absence of control did not out to be a strong predictor. Strong interpersonal relationships have a significant impact on occupational stress, and working in a highly competitive culture can be hazardous. The correlation matrix sheds light on the interdependence of these factors, demonstrating this. There are a number of real-world consequences of these results for companies who are trying to make their workplaces healthy for their employees. The study adds clarity to the continuing discussion of workplace stress by calling for a targeted approach to intervention and regulations. In the ever-changing private sector, this strategy aims to boost organizational resilience and employee well-being.

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1. Introduction

Within the context of the contemporary professional scene, there have been significant shifts in the dynamics of the workplace. To add insult to injury, these changes are typically accompanied by a myriad of challenges that have an impact on the well-being of the personnel[1]. When it comes to these issues, job stress stands out as a common and subtle aspect that deserves significant examination[2].

Through the utilization of "A Study of Job Stress with Special Reference to the Private Sector," the objective of this chapter is to carry out an in-depth examination of the subject matter. Due to the fact that the private sector continues to be a fundamental component of economic activity, it is of the utmost importance for both individuals and businesses to have a full understanding of the nuances of stress in the workplace within the private sector. Stress is experienced by each and every individual irrespective of the level [3].

Labor is subject to highly strict criteria because of the competitive nature of the private sector and its pursuit of efficiency. This is because the private sector is determined to maximize efficiency. Throughout the course of this research, an effort is made to explore the multiplicity of aspects that form the stress that employees in private-sector organizations experience while they are on the job. It is found that the social wellbeing is associated with work stress [4]. We have high hopes that by focusing on this specific sector, we will be able to grasp the complexity that are characteristic of job pressures inside private enterprises and be able to assess the consequences that these stressors have on the well-being of employees as well as the dynamics of the organization [5].

In the private sector, our goal is not only to determine the prevalence and intensity of work-related stress, but also to discover the underlying factors that contribute to the formation of this phenomenon from a statistical perspective[6]. In the course of moving forward through the chapters that are to come, we shall be able to do this. By performing a comprehensive analysis, our objective is to shed light on the intricate link that exists between stress at work, the happiness of employees, and the overall effectiveness of the firm. The objective is to serve as a useful resource for concerned groups with the purpose of reducing workplace problems and improve the overall work environment within the private sector. This will be accomplished via the providing of insights that can be utilized to guide approaches for reducing job stress.

1. Job stress in the private sector:

Due to the fact that aforesaid issue in the private sector, particularly in the dynamic field of private banks, presents a complex problem which necessitates significant inquiry, it is necessary to conduct a comprehensive investigation [6]. In the fast-paced and competitive climate of private banking businesses, there is a particular kind of stress that presents itself in the workplace. The tremendous demands, the intricate duties, and the never-ending pursuit of perfection are the defining characteristics of this stress. It is possible for an employee to experience unpleasant physiological and emotional reactions when the demands of their work surpass their capacity to deal with them[7]. These answers have the potential to have substantial ramifications not just for the corporate entity but also for the individual.

Private and public sector both deal with the issues of stress[6]. One of the most notable elements that lead to stress in the workplace in these sectors is continual mingling of excessive work pressure and time constraints. This is a crucial component that adds to the stress that is experienced in the workplace. As a consequence of the fact that the judgments that are made within this financial sphere have significant repercussions, the staff are forced to perform under constant pressure in order to provide actions that are rapid, accurate, and exact. The ever-present sense of urgency that is connected with financial transactions and the vagaries of the market can establish an environment in which stress acts as an unpleasant companion. This can be a very stressful situation. A method that takes into account nuances is required in order to effectively handle this challenge. It is recommended that this approach incorporate the implementation of technology solutions for efficiency, the streamlining of procedures, and a culture shift that places a higher priority on the quality of work rather than the quantity of labor.

Another layer of complication is job ambiguity and conflict in the private banking business, where roles might have convoluted tasks due to the complex nature of financial transactions and strict regulatory frameworks. The reason behind this is that there are often competing priorities in the private banking industry. When employees don't know what they're supposed to be doing and have conflicting or overlapping responsibilities, it may be quite stressful for them [8]. In order to mitigate the impact of these pressures, companies should prioritize role clarification, open communication, and dispute resolution procedures.

A major cause for concern is the seeming contradiction of control inside the private banking sector. Employees have a sense of powerlessness due to the fact that they are not granted decision-making authority proportional to their responsibilities, even if they have vast responsibility. An organization may empower its employees by creating a work environment that respects their input, making it easy for them to voice their opinions, and include them in decision-making as much as possible within predetermined parameters.

The problems are already complicated, and strained interpersonal relationships make them more worse. Collaboration is crucial in the private banking industry, but the cutthroat nature of the business can make it difficult to work together effectively. A lack of cooperation might emerge out of a stressful atmosphere and damage personal relations . Fostering a culture that values cooperation, and publicly overall successes are all ways to help create a more positive and harmonious workplace.

While private banking's intrinsically competitive environment is great for spurring innovation and success, it also has the potential to become a double-edged sword. The constant need to outdo one's rivals can lead to stress, anxiety, and even unethical behavior. It is crucial to strike a balance that promotes friendly rivalry while also highlighting the value of working together. Changing the narrative and creating a supportive culture where achievement is acknowledged collectively may be achieved through the adoption of performance standards that prioritize individual growth above direct competition.

Workplace stress in the private banking sector, if left unchecked, may affect more than just people's health; it can alter the very fabric of the company. Extreme stress can lead to burnout, a condition that can harm a person's emotional and physical well-being. Reduced job satisfaction, reduced productivity, and higher absence rates might result from this. When viewed through the lens of a business, the cumulative effect of overworked employees can show up as lower morale and higher turnover rates.

In order to overcome these challenges, it is critical to generate new ideas. A number of initiatives grew to address unique needs of the private banking sector, including Employee Assistance Programs (EAPs), mindfulness training, career flexibility, and comprehensive wellness initiatives[9]. Integrating these solutions into the company's operations fosters a culture that values the well-being of its employees, positioning the company as an advocate for comprehensive health.

3. Understanding Job Stress

Having a good grasp of exhausting problems is crucial for effectively steering dynamics of contemporary workplace. Stress basically occurs when an individual is unable to handle role demands expected from him and perform according to unrealistic expectations at job . Stress manifest in a variety of ways, including negative emotional and physiological responses. Workload demands, position uncertainty, lack of control, strained relationships, and a cutthroat environment are just a few of the numerous potential sources of workplace stress. Having a comprehensive understanding of employment stress requires organizations to grasp the many types of job stress and its effects on individuals and the whole work environment. Taking preventative measures is necessary to deal with the problem of job stress. Fostering a positive work environment, offering support for emotional and mental health, and developing and implementing industry-specific solutions are all part of these initiatives. Businesses may foster resilience, enhance employee well-being, and create a sustainable success environment by learning everything they can about job stress and its intricate dynamics .

4. Factors Contributing to Job Stress

Working under constant pressure is a common symptom of today's fast-paced workplaces, which impact workers across many sectors. Workplace stress is complicated and affects people's health and the way businesses function due to a variety of interconnected factors. It is essential to be aware of and understand the aforementioned difficulties in order to establish effective methods to decrease workplace stress and foster a healthier working environment .

1. Job Stress

At the heart of the modern work experience is the pervasive and multifaceted phenomenon known as job stress. People in many different occupations are impacted by it. As a complex consequence, it reflects the unpleasant physical and emotional reactions that occur when a person's available resources are inadequate to meet the demands of their profession. The reach of this phenomenon extends well beyond a straightforward occupational risk, touching not just the physiological but also the psychological components of a person's health.

The physical manifestations of occupational stress can range from mild aches and pains to more significant health issues, and they can manifest in a broad variety of ways. Muscle soreness, fatigue, and headaches are common complaints from workers who are unable to manage the stress on the job. These symptoms demonstrate how a person's physical health can be significantly affected by their work environment.

The psychological aspects of occupational stress are one of the causes of chronic fatigue, sometimes known as burnout. Prolonged exposure to professional pressures can lead to emotional tiredness, which in turn can diminish a person's passion and love for their vocation. Feelings of emotional exhaustion have a multiplicative influence on a person's working life, affecting not just their mental health but also their level of contentment at work.

An in-depth examination of the factors that lead to work stress is required for a comprehension of it. When combined, these elements create the intricate network of challenges that workers face on the job. Not because there was an unreasonable quantity of labor or unrealistic expectations, but because of the dynamic interplay between all the parts of the workplace. Workload and time pressure, conflicting roles, a lack of control, interpersonal relationships, and a competitive work environment are some of the elements that can lead to occupational stress.

Factors contributing to workplace stress include the dynamics of workload and time pressure, which occur when people attempt to complete tasks within the allotted time. Employees may feel overwhelmed and stressed out due to the constant pressure to meet deadlines and the general atmosphere of urgency in the workplace.

When role ambiguity and conflict are present, it further complicates the equation of occupational stress. Interpersonal conflicts and lack of clarity on responsibilities are two elements that lead to a contentious and stressful work environment. To reduce the impact of these factors on occupational stress, it is essential that roles and responsibilities be clearly defined and that effective conflict resolution procedures be in place.

Another major contributor to workplace stress is the perception that one has little to no control over one's working conditions. Employees' stress levels grow in tandem with their sense of powerlessness when they are unable to influence workplace decisions that directly impact their work. To alleviate this kind of stress in the workplace, it is crucial to empower employees by including them in decision-making and recognizing their independence.

Workers detached attitude towards their work leads to job insecurity[10].

An employee's overall level of stress at work is significantly affected by their relationships with coworkers. Consider a work environment that is friendly and supportive, with strong connections between coworkers and managers, as a means to alleviate stress. Conversely, unhealthy work environments are worsened by competitive climates and strained relationships, both of which contribute to the stress that people experience every day.

The work environment's competitive nature promotes creativity and quality, which is great, but it also introduces a new set of stressors. Anxieties levels might rise when there is expectation that one must perform better than others, meet stringent criteria, and thrive in a cutthroat setting. In order to lessen the negative effects of an overly competitive work culture, it is critical to strike a balance between friendly competition and teamwork[11].

2. Workload and Time Pressure

There are many elements that contribute to occupational stress, but workload and time pressure are at the top of the list. People employed by a particular company are immediately and directly affected through these components. When people are saddled with too many obligations and have too few days to complete them, they may experience feelings of hopelessness and overwhelm [12]. Addressing and managing this key variable successfully needs to take into account interconnectedness of staff well-being, work-life balance, and time pressure [13].

Stress levels are likely to be high in the workplace due to the toxic combination of high job expectations and little time off. Stress and overload are common reactions to having a lot of work to accomplish and feeling rushed to complete it all by a given date[14]. Employees are thus forced to continually juggle the seemingly insurmountable tasks of satisfying customers and protecting their own well-being.

Workload and time pressure are two variables that require careful planning that considers the cultural and structural aspects of the workplace[15]. Optimizing the distribution of work is a crucial step in making sure that everyone's responsibilities are being filled in a way that suits their skills and abilities. Thoroughly assessing each employee's unique blend of skills, amount of experience, and workload tolerance is essential for ensuring equitable task distribution.

Establishing deadlines based on reasonable expectations is equally critical in limiting the negative affects of workload and time strain. Unrealistic deadlines are significantly associated with increased levels of stress and pressure felt by employees. It is important for firms to set reasonable and achievable deadlines, which means they must take into account the complexity of the projects and give their employees the resources they need for those expectancy .

Developing a healthy atmosphere which prioritizes efficiency without compromising employee well-being .Workplace exhaustion and output are not the same thing, and companies should work to change that. That can only be achieved by fostering an attitude that recognizes the value of work life integration and rejects relentless pursuit of efficiency at the price of workers' well-being.

In addition, one of the most critical aspects of controlling this variable is communication. Through the establishment of open and transparent communication channels between management and employees, it is feasible to obtain insights into the challenges that individuals have while trying to manage their workload. Incorporating positive feedback systems might help with tasks like improving strategies for job distribution and identifying areas for improvement in managing time constraints. When feasible, allowing employees more leeway in their schedules can also help lighten their load and relieve stress. Encouraging employees to have some control over their work schedules might help alleviate the overall feeling of strain. Their ability to manage conflicting priorities can be enhanced in this way.

3. Role Ambiguity and Conflict

These factors significantly add to the stress that workers endure on the job and have a major impact on their overall health. Role ambiguity occurs when there isn't enough clarification regarding the duties of certain positions, as opposed to conflict, which arises from differences in approach or opinions between people. All of these factors contribute to an environment where workers are more likely to experience stress on the job because they foster an environment marked by uncertainty, hostility, and disagreement.

Employees experience heightened levels of stress when their roles are unclear, leading them to grapple with the nebulous boundaries of their responsibilities. If people are not clear on their responsibilities or if they are given instructions that are contradictory, it can lead to anxiety

and discomfort. Workers suffer mental distress in addition to performance impairments as they try to make sense of vague expectations, which makes it difficult for them to do their jobs well.

Disagreements amongst coworkers or differences in priorities only serve to heighten the already considerable strain that employees are under. Conflicts between coworkers may lead to broken relationships, which in turn can establish a toxic vibe that permeates the whole office. In addition, when people in a team dispute over who should do what, it can make them feel unsupported, which in turn hinders their ability to work together effectively and undermines their team spirit.

To resolve issues of conflict and role ambiguity, a comprehensive approach is required. Included in this strategy should be a dedication to building a positive work environment, methods for resolving conflicts constructively, and open lines of communication. Clear communication is essential in decreasing role ambiguity; companies must explain and express job requirements in a transparent manner. This may be achieved by outlining workers' responsibilities, providing detailed job descriptions, and creating avenues for them to seek clarification as needed. Promotion at work does not always lead to satisfaction at work [15].

Companies should take the initiative to implement strategies that promote productive dialogue and the prompt resolution of problems if they want to achieve their goal of conflict resolution. To achieve this goal, it could be required to create training programs focused on conflict management and interpersonal skills. It may be possible to significantly reduce the occurrence of difficulties and their effects on employee stress by instituting a culture that values open communication, encourages feedback, and promptly resolves conflicts.

Leadership has a pivotal role in resolving workplace conflicts and uncertainty. Managers must communicate effectively and consistently to express expectations to their employees. On top of that, they need conflict resolution skills training to help them settle disputes quickly and objectively. When leaders create a climate that is receptive to and helpful of resolving disputes, and when they equip their followers with the resources they need to do so, they significantly reduce the stress that comes with role ambiguity and conflict.

4. Lack of Control

A key component in understanding and mitigating workplace stress is of control, where employees feel they can shape their work environment.

When employees feel they have little say in important decisions, it can create a disempowering dynamic that makes them feel powerless and increases their stress levels [16]

Feelings of powerlessness and frustration are common among people when they believe they are unable to influence the outcome of an activity. Employees deal with stress as they are unable to make resolutions or influence outcomes, since they may feel limited based on interests and capacity. This is due to the fact that workers could feel helpless in the face of seemingly insurmountable obstacles. This sense of powerlessness can worsen stress levels, which in turn can ruin general health.

To tackle issue as loss of control broader perspective is required, one that admits and fosters the autonomy of workers. Administration should prioritize employee participation in decision-making processes within clearly defined boundaries in order to empower their workforce [17]. Doing so requires giving employees opportunities to share what they know and how they operate, which will foster a feeling of pride in one's job and empowerment in one's abilities.

Rather of relying just on symbolic gestures, empowerment initiatives should encourage employees to actively participate in decision-making processes that impact their job activities. Collecting project recommendations, process feedback, and opportunities for workers to take the lead in areas where their knowledge is useful might all be part of this. A company may do its part to foster a culture where people feel empowered by acknowledging and rewarding their unique efforts.

Crucial to the process is communication, which compensates for the absence of a control variable. Employers must be transparent about the boundaries of employee autonomy and make them known to the public. By outlining specific boundaries regarding decision-making power and the scope of influence, managers equip their employees to effectively manage their duties. By being clear about the boundaries within which they may operate autonomously, this transparency also aids in building confidence among workers.

Employees must get training and enhance their skills in order to be empowered to participate in decision-making. When people have access to the knowledge and tools they need, they feel more confident in their abilities and are better able to make choices that benefit themselves.

Realizing and appreciating employees' independence is component of fixing the control variable. Recognizing employees for their individual contributions and the impact of their activities boosts their feeling of agency and significance inside the company. Performance reviews,

commendations, and other recognition programs can help formalize this acknowledgment.

5. Interpersonal Relationships

The degree to which workers feel stressed out by their jobs is heavily influenced by the interpersonal interactions that form the basis of the workplace dynamic. Quality of interactions with superiors and coworkers is a major component in determining the entire work environment. Employees may experience higher levels of stress at work if their relationships are already difficult. Many factors contribute to toxic interpersonal dynamics at work, such as unhealthy levels of competition, insufficient cooperation, and unresolved conflicts. The health and happiness of workers is negatively impacted by all of these elements that create an unpleasant work environment.

Without proper management, a competitive work environment can foster animosity and fights among employees. Coworkers may start to see each other as rivals rather than allies if there is an atmosphere of unhealthy competition at work. Collaboration can also be impeded by harmful rivalry. Workers are less content in their roles and deal with more stress as a result of having to navigate a more challenging work environment. In order to fix the problem of poor communication, it's important to work hard to create a positive work environment. Research has shown that team-building exercises are an effective way to encourage employees to work together and develop a feeling of community. These initiatives could take many forms, including workshops, retreats, and joint projects aimed at fostering better collaboration and removing obstacles to communication. By encouraging a sense of community and common goals among workers, companies may foster an atmosphere that is more conducive to productivity and teamwork [18].

Improving interpersonal connections and lowering stress on the workplace also requires promptly addressing issues. Neglected disagreements have the ability to grow into full-blown crises, creating a toxic atmosphere inside teams and departments. Mediation and other effective methods of dispute resolution help businesses address issues quickly, which in turn reduces tensions and fosters an environment where people are willing to listen to one another and work together.

The leadership of an organization has a significant impact on the dynamics of interpersonal relationships inside it. Positive interpersonal skills, such as fostering an environment of open communication, empathy,

and teamwork, are essential for managers and leaders. Managers may be prepared with work culture for all workers if leadership training stresses the importance of building strong relationships. Building a supportive culture at work is more than simply getting people to stop bickering and start working together; it's also about making sure everyone feels valued, heard, and appreciated [19]. Recognition programs, mentorship initiatives, and accessible social opportunities may all contribute to a more cohesive and supportive work environment. Staff members who have a strong association with managers and coworkers report prominent job satisfaction and are better able to handle the stress that comes with working in an office setting.

6. Competitive Environment:

Employees may experience more stress on the job as a result of the unique difficulties brought about by the competitive environment inside companies. Finding the right balance is key to meeting the demands of competing at a high level, accomplishing goals, and succeeding in a competitive environment while also protecting the health of people and the team. To reach this balance, we need to implement organizational changes, personal strategies for dealing with stress, and innovative approaches to building a strong and resilient workforce.

Organizations can take steps to alleviate the stress that comes with working in a competitive environment. The establishment of performance standards that highlight both individual and team achievements can help bring about a more harmonious and encouraging work environment. Recognizing and celebrating collaborative efforts involving numerous parties can help businesses shift their focus from intense competition to a cooperative and win-win strategy [20]. As a result of this change, people feel less pressure to always outdo one another, and they also develop a feeling of collective success.

Along with these organizational strategies, it is vital to employ individual coping mechanisms to effectively tackle the challenges of a competitive work environment. Maintaining a healthy work-life balance is crucial, therefore it's important to encourage colleagues to do the same. These include discouraging a culture that promotes overwork, setting acceptable expectations for the quantity of work to be done, and encouraging breaks and time off. Organizations have a role in promoting a good work-life balance by creating an environment that values its

employees' health and happiness. The stress that comes with intense competition might be lessened if the business is successful because of this.

Another useful strategy for dealing with stressful situations is to provide mindfulness training to staff. The mental and emotional toll of working in a competitive environment can be better managed with the use of mindfulness practices such as meditation and other stress reduction techniques. By offering resources like seminars and mindfulness programs to their employees, firms may help foster resilience and promote mental wellness.

In order to alleviate stress in a cutthroat work environment, mental health therapies must be readily available. Providing employees with resources to seek professional help, such as counselling services or Employee Assistance Programs (EAPs), can help foster a proactive attitude to mental health. Two methods to positive space for workers dealing with the stresses of working in a competitive setting are to promote a culture that values mental health and to lessen the shame associated with seeking help.

Banks need to adopt new methods of training in order to retain their employees [21].

In a highly competitive world, where work is always evolving, creative ideas are crucial for staying ahead of the curve. By adopting technology, it is feasible to impart employees with simple tools for managing stressors they come across on the job [22]. Programs and apps that promote health and provide tools for dealing with stress are instances of this type of technology. Personalizing benefits packages to incorporate mental health support and flexible work arrangements is another way for a company to show it cares about its employees' well-being [23]. In the service sector, all types of organizations are looking for sustainable solution [24] [25], it is also mandatory to see stress level of employees because it will help organizations in becoming more sustainable.

Objectives

- To determine the extent to which employees in the private sector experience stress on the job.
- In the private sector, it is important to point out the primary elements that add to job stress and analyze the influence that these factors have on employee well-being and job satisfaction.

Research Insights

This study examines the levels of job satisfaction and stress experienced by participants from various banking sectors, including private, public, and new-generation banks. We used a one-way analysis of variance to examine differences by sector after sending out questionnaires to 337 participants. Public sector bank employees report less work stress and high levels of job satisfaction in comparison to their private sector and new-generation bank counterparts, according to the data. With the hope that these sorts of steps would increase service quality and decrease staff turnover, it deals with the importance of decompressing strategies in private banks. Insights into the sector-specific dynamics are provided by the empirical part of this research, which has ramifications for the service industry overall.

The purpose of this research is to learn more about how control affects work satisfaction and stress levels. In order to collect data, sixty-five randomly selected individuals were administered three surveys: one by Paul E. Spector called the Work Locus of Control Scale, and another by The American Institute of Stress called the Workplace Stress Survey. The study found no significant discrepancy among the sexes in relation to workplace stress, job satisfaction, or locus of control. People who felt they could influence their own destinies from inside reported higher levels of work satisfaction. Several statistical tests were run on the data, including a t-test, a correlation coefficient, a mean. It was found out inversely correlated that job satisfaction was negatively correlated with work locus of control, workplace stress was negatively correlated with job satisfaction, and a positive link existed between work locus of control and workplace stress. The complicated interplay between job happiness, stress in the workplace, and individuals' perceptions of their own agency in the workplace is further illuminated by these results.

Anxiety and stress are now part of everyone's daily lives; they permeate every sector of society and impact individuals of all ages. In bygone days, people believed that the world was brimming with achievements; today, though, stress is present in every facet of existence. While it's true that certain stress may actually be good for productivity on the job, going over a certain point can lead to burnout and reduce productivity. As a result of technological revolutions, service diversification, and global banking demands, banking companies are facing a changing environment. This study specifically investigates the prevalence of stress and its effects on employee performance in this

context; stress is automatically generating due to complicated procedures, pushed besides contemporary advancement according to the research. Symptoms such as mental tiredness, raised blood pressure, and an increased need on pharmaceutical medications are associated with stress, according to the study. Reducing the harmful impact of stress on performance requires more regular training, more stress management methods, more openness, and more understanding among employees, according to the study.

A person's health and output are proportional to their degree of work-life balance, which is the sweet spot between one's professional and private life. Because of the two-way nature of the relationship between one's personal and professional lives, policies that encourage a good work-life balance take on added significance in the professional arena. This research will make an effort to analyze the work-life balance rules that private universities in Lucknow have implemented. Finding out how content the staff is with these regulations is the driving force for the study. The study uses a structured questionnaire to gather data, which is based on an exploratory research technique. To round out the questionnaire and get a better grasp of the topic at hand, interviews are also carried out. This article aims to contribute in understanding of work-life balance dynamics within private higher education institutions by utilizing the findings of this study. Specifically, it will focus on the effectiveness of policies and the level of employee satisfaction.

Interventions that seek to improve health via reorganizing the workplace have demonstrated a potential influence. Task characteristics, working conditions, and workplace social factors are all addressed by these approaches. The findings are not uniform, though, and many studies don't make the most of their methodological capabilities. Interventions at the organizational level, as opposed to the individual level, are more likely to have a range of consequences due to the increased number of subsystems that may have competing interests, according to this article. It is important to consider the trade-offs since even well-executed treatments may not be able to enhance all metrics for all participants. Improving technique is crucial, with a focus on addressing design problems, thorough documentation, and subgroup analysis in particular. An approach that integrates individual-and organization-centric methods has the best chance of success. The need of professional trust is further highlighted since studies suggest that health initiative marketing by economic arguments is ineffective.

Methodology

Our goal in designing this study's research methodology was to help shed light on all the factors that contribute to employees' stress levels on the job in the private sector. The methodology includes the study's design, demographic and sample selection, data gathering methodologies, and statistical analysis procedures.

1. Research Design

This study used a research style called cross-sectional research to get deeper comprehension of occupational stress and contributing elements in the private sector. Opportunities to get insights into the current degree of stress that people are feeling on the workplace are presented by this architecture's ability to analyze variables at a given instant in time.

2. Population and Sample Selection

City residents working for various private sector companies inside Lucknow are taking part in the research. We will ensure that the sample we get is representative of the entire by employing a technique called stratified random sampling. In order for fair depiction from range of businesses operating within the city of Lucknow, including manufacturing, technology, finance, and services, stratification will be concentrated on industrial sectors within the private domain. With Lucknow as the main site, we can get a more regional view of the pressures that come with working for a private company.

3. Data Collection Methods

a. Surveys:

A standardized questionnaire will be developed to collect measurable data on occupational stress and interrelated components. The observation will have authenticated measures to assess several aspects, including control lessness, ambitious landscape.

b. Interviews:

We will use combined interviews to glean qualitative information from some of the participants. The objective of conducting these interviews

is to gather a more thorough understanding of people's experiences and viewpoints about workplace stress.

4. Variables and Measurement:

a. *Dependent Variable:*

- **Job Stress:** Measurement will be based on self-reported stress levels using a Likert scale, with purpose of determining pressures experienced by participants.

b. *Independent Variables:*

- **Workload and Time Pressure:** As part of the measurement process, we will evaluate the amount of work and the time restrictions by making use of predetermined scales.
- **Role Ambiguity and Conflict:** Questions that address the clarity of work duties and the presence of conflicts within responsibilities will be included in the evaluation for consideration.
- **Lack of Control:** Participants are going to assess how much influence they feel they have over decisions and outcomes linked to their work.
- **Interpersonal Relationships:** A number of other indications, such as disagreements, social support, and feelings of isolation, will be evaluated.
- **Competitive Environment:** It is expected that participants will share their thoughts on the level of competition that exists within their workplace.

5. Data Analysis

The data analysis in this work, including the regression and correlation analyses, is done using SPSS. The author has studied the previous article which involved SPSS and structural equation modelling [26]. Regression analysis helps to examine the correlations between the independent factors and the dependent variable, in this case job stress, in order to get insights into these linkages. Furthermore, the degree of linear association amongst different variables is evaluated using correlation analysis. A thorough examination of the factors that lead to stress on the work in the private sector may be accomplished with the help of this analytical method. The results will be assessed to provide a thorough

understanding of how various factors impact the stress levels that employees face on the job.

6. Ethical Considerations:

Ethical considerations will guide the study's execution to guarantee informed consent, privacy, and participants' free will. To ensure the participants' privacy, we will provide them clear picture. Additionally, anonymize their data to safeguard their identity.

Table 1
Regression analysis and model summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.456 ^a	.208	.202	.61686
a. Predictors: (Constant), Competitive Environment, Lack of Control, Interpersonal Relationships, Role Ambiguity and Conflict, Workload and Time Pressure				

Source: Authors' own contribution

Finding out how various factors relate to work-related stress was the driving force for the regression study. As tabulated in Table 1 the model's summary shows that the R Square value is 20.8%, which means that the variables like Workload, Time Pressure, Interpersonal Relationships, Role Ambiguity and Conflict, Competitive Environment, and Lack of Control all contribute to explaining some of the variation in work stress. After adjusting for sample size and total predictors, the corrected R squared value is 20.2%. The average degree of difference between the predicted and actual values is shown by the standard error of the estimate, which is 0.61,866.

Table 2
ANOVA results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	59.471	5	11.894	31.258	.000 ^b

	Residual	226.029	594	.381		
	Total	285.500	599			
a. Dependent Variable: Job Stress						
b. Predictors: (Constant), Environmental Factors That Are Competitive, Lack of Control, and Interpersonal						
The pressures of relationships, ambiguity and conflict in roles, workload, and time constraints						

Source: Authors' own contribution

Now let's look at the results of the analysis of variance (ANOVA) shown in Table 2. It shows that regression model is statistically significant ($p < .001$), as shown by an F-statistic of 31.258; which suggests predictor-containing regression model gives a far better explanation for the variation in work stress than a model devoid of variables.

Table 3
Regression model coefficients value

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.308	.189		6.902	.000
	Workload and Time Pressure	.097	.038	.110	2.575	.010
	Role Ambiguity and Conflict	.104	.039	.112	2.638	.009
	Lack of Control	.017	.038	.017	.454	.650
	Interpersonal Relationships	.268	.037	.311	7.250	.000
	Competitive Environment	.054	.036	.059	1.521	.129
a. Dependent Variable: Job Stress						

Source: Authors' own contribution

From the results tabulated in Table 3, it is clear that the predicted level of occupational stress is 1.308 when all variables are zero, as shown

in the above table 1.3 by the statistically significant intercept (Constant) ($p < .001$) in the coefficient analysis. A number of factors have been determined to have statistically significant coefficients, such as Workload and Time Pressure ($p = .010$), Role Ambiguity and Conflict ($p = .009$), and Interpersonal Relationships ($p < .001$). However, neither the Competitive Environment nor the Lack of Control variables significantly raise the probability that one will experience stress on the job ($p = .650$ and $p = .129$, respectively). The use of standardized beta coefficients may help shed light on the relative importance of each predictor. In instance, out of all the factors taken into account, the Interpersonal Relationships predictor has the highest Beta (0.311), suggesting that it significantly affects occupational stress.

Table 4
Correlation Values

Correlations							
Stress at Work	The correlation of Pearson	1	.309**	.295**	.037	.418**	.184**
	Sig. (2-tailed)		.000	.000	.369	.000	.000
	N	600	600	600	600	600	600
Demands on one's time and workload	The correlation of Pearson	.309**	1	.398**	-.002	.440**	.289**
	Sig. (2-tailed)	.000		.000	.960	.000	.000
	N	600	600	600	600	600	600
Uncertainty and contention over the responsibilities	Pearson Correlation	.295**	.398**	1	-.095*	.400**	.281**
	Sig. (2-tailed)	.000	.000		.020	.000	.000
	N	600	600	600	600	600	600
Lack of Control	Pearson Correlation	.037	-.002	-.095*	1	.108**	-.048
	Sig. (2-tailed)	.369	.960	.020		.008	.242
	N	600	600	600	600	600	600
Personal Connections and Interactions	Pearson Correlation	.418**	.440**	.400**	.108**	1	.202**
	Sig. (2-tailed)	.000	.000	.000	.008		.000
	N	600	600	600	600	600	600
Ambient Conditions of Competition	Pearson Correlation	.184**	.289**	.281**	-.048	.202**	1
	Sig. (2-tailed)	.000	.000	.000	.242	.000	
	N	600	600	600	600	600	600
**. Correlation is significant at the 0.01 level (2-tailed).							
*. Correlation is significant at the 0.05 level (2-tailed).							

Source: Authors' own contribution

As given in table 4 above the given correlation matrix provides a thorough picture of interrelationships between occupational stress and other variables, illuminating the intricate dynamics at work. People may be experiencing stress at work due to a combination of circumstances, and we may learn more about this connection by examining it.

Job Stress and Workload and Time Pressure are positively correlated ($r = 0.309$, $p < .01$), indicating a strong link. People would naturally feel more time pressure and have heavier tasks if workplace stress levels were to increase. As this study demonstrates, there is a complex relationship between the expectations imposed on employees and their perceptions of their own stress levels.

Job stress, role ambiguity, and conflict are somewhat correlated ($r = 0.295$, $p < .01$). This one agrees with earlier results. The correlation between increased job stress and increased role ambiguity and conflict in the workplace is supported by this. Stress and worries about one's position seem to go hand in hand, which may indicate a knotty relationship between the expectations of one's job and the many conceptions of responsibility that individuals hold.

On the other hand, a connection of barely perceptible strength ($r = 0.037$, $p = 0.369$) does not constitute a statistically significant association between professional stress and a lack of control. This indicates that there is, at most, a weak association between occupational stress and emotions of helplessness. Additional research into the complexities of this relationship is necessary, but this discovery runs counter to other studies that have connected a lack of control.

A substantial correlation between job stress and interpersonal relations ($r = 0.418$, $p < .01$), indicating that the two are tightly associated. This indicates that those experiencing high levels of work-related stress may find it even more challenging to engage with their colleagues and clients throughout their time here. It is worth noting that the focus of this study is on the ways in which stress in the workplace influences the dynamics of groups and the relationships between individuals.

A positive correlation ($r = 0.184$, $p < .01$) between occupational stress and competitive environment has been found by the results. It is interesting to observe such a link. This suggests that a competitive work atmosphere is somewhat associated with stress in the workplace. Most workplaces are quite competitive, which is associated with high levels of stress.

Examining the inter-correlations across predictors reveals even more insights beyond the specific correlations that have previously been highlighted. Interpersonal Relationships ($r = 0.440$, $p < .01$) and Role

Ambiguity and Conflict ($r = 0.398$, $p < .01$) are positively associated with Workload and Time Pressure, among other characteristics. According to these studies, workplace anxiety, conflict, and interpersonal issues often increase as workloads do.

Additionally, it is worth noting that conflict, role ambiguity, and interpersonal interactions all have a positive correlation with each other ($r = 0.400$, $p < .01$). This exemplifies how high levels of role ambiguity and conflict are associated along marital problems. The interconnected nature of these factors provides light on the tangled web of interactions that could cause stress in the workplace.

Findings of the study

A complex network of causes and repercussions of stress in the private sector workplace is shed light upon by this study's findings, which are based on an exhaustive investigation of several elements. We used SPSS, regression, and correlation analysis to get to the bottom of what causes stress on the job. Workload, time limits, interpersonal dynamics, role ambiguity, conflict, and competitive atmosphere were some of the factors that led to this.

Factors included in the model explain 20.8% of the variance in occupational stress, according to the Model Summary, which summarizes the results of the regression analysis. This does not claim to be all-inclusive, but it does include a great deal of detailed information about the causes of workplace stress. After taking into consideration the sample size and the number of predictors, the model's robustness is demonstrated by the Adjusted R Square value of 20.2%. There is a great deal of average variation between the anticipated and actual volumes, of the estimate of 0.61686.

The analysis of variance (ANOVA) results, which include an F-statistic of 31.258, validate the statistical significance of the regression model ($p < .001$). In light of this, future studies can build on this by providing evidence that the model variables do, in fact, play a substantial role in predicting the variation in work stress.

When examining the coefficients, a 1.308 ($p < .001$) intercept (constant) value is seen, which is deemed statistically significant. With all other variables set to zero, this number represents the expected level of stress on the job. Contrarily, not all factors substantially impact the degree of stress experienced in the workplace. Time constraints and heavy workloads, strained interpersonal connections, and unclear and conflicting job descriptions are the three main causes. These three components have beta

values of 0.110, 0.112, and 0.311, correspondingly. It is evident that these factors are crucial. Since neither the Lack of Control nor the Competitive Environment variables have statistically significant coefficients ($p = .650$ and $p = .129$, respectively), neither of them can be used as a reliable predictor of workplace stress.

The interdependencies between the variables are shown by the correlation matrix after additional analysis. An increase in perceived workload and time pressure is likely to lead to job stress, as shown by a somewhat positive correlation between the two measures ($r = 0.309$, $p < .01$). More proof that heavy workloads and time constraints is linked with job stress. That people are more anxious when their expectations are high is, therefore, consistent with common sense.

Job stress, role ambiguity, and conflict are strongly related, as shown by the correlation coefficient ($r = 0.295$, $p < .01$). This suggests that worries about one's role are more prevalent among those whose levels of job stress are growing. The inherent uncertainty and tension between diverse obligations in the workplace aggravate workers' stress levels. Occupational stress and a lack of control have a rather small connection ($r = 0.037$, $p = 0.369$). There is no validity to this relationship. According to the results of this study, workers at the workplace that was studied did not feel substantially more stressed out because they felt they had no say in their work. Additional research is necessary to completely understand the complex dynamics involved.

A p -value less than zero indicates a very significant link between interpersonal relationships and occupational stress, which is further supported by a correlation coefficient of 0.418. The association between interpersonal relationship issues and heightened levels of professional stress highlights the relevance of social dynamics in modern organizations. An individual's well-being is greatly affected by the social environment in which they find themselves at work.

The significant positive correlation between the two variables ($r = 0.184$, $p < .01$) indicates that job stress levels are greater in a more competitive work environment. The purpose is to investigate possible drawbacks of working in a very competitive environment, which compounds the already complicated set of demands that employees encounter.

The inter-correlations among the predictors allow for a more comprehensive comprehension of these interactions. Interpersonal Relationships ($r = 0.440$, $p < .01$) and Workload and Time Pressure ($r = 0.398$, $p < .01$) are positively correlated with each other. This highlights the

fact that more labor equals more difficulties in respect to roles and interpersonal dynamics.

Furthermore, it is worth noting that positive correlation is between Conflict in Interpersonal Relationships and Role Ambiguity ($r = 0.400$, $p < .01$). Problems in interpersonal relationships are often linked to conflicts between competing obligations, as this scenario shows. The interconnectedness of the elements that cause stress is shown by the complex ecosystem that is the workplace.

Conclusion

Upon further examination, the study found that occupational stress is caused by a complex network of interconnected elements that have a substantial effect on private sector employees. In the regression analysis, it was discovered that factors like the competitive environment, lack of control, interpersonal relationships, job uncertainty, and time limit were important on their own. Additionally, these traits account for 20.8% of the variation in stress at work, as shown in the study. Workload and time pressure, interpersonal relationships, and job uncertainty and conflict are the three most prominent factors that have been identified as contributing to workplace stress in previous research. non response, the stunning insignificance of control loss casts question on traditional understanding regarding the function of autonomy non stress. The correlation matrix makes the interrelationships between these variables much more apparent. The importance of building pleasant social contacts at work to alleviate stress is shown by this matrix, which also highlights the potential impact of highly competitive work situations. It is becoming more evident from the statistics that in order to reduce the negative impacts of stress in the workplace, focused interventions are necessary. These interventions must address workload management, role clarity, and interpersonal dynamics. Researchers and practitioners can learn from the detailed enquiry multi-faceted viewpoint, which contributes to the continuing conversation on stress in the workplace. The health and happiness of employees, as well as capability to accept and adapt to and thrive in the dynamic private culture, depend on employers' efforts to provide a safe and supportive work environment.

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