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The Significant Factors of Employees Work Stress in the Pharmaceutical Industry

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ABSTRACT

Systemic Stress is a deviation from normal body and mental functioning. Workplace stress can develop for several reasons, such as job control, manager management style, etc. Moderate stress benefits both the business and the workforce. It assists in accomplishing both personal and organisational goals. Nonetheless, excessive stress can have detrimental effects on a person's physical well-being, mental state, and personality. By applying the psychological techniques that involve questionnaires, stress can be measured. The primary goal of this study is to examine how work stress affects employees' performance on the job in the Chengalpattu district of Tamil Nadu's pharmaceutical industry. 300 people in total were contacted. Finally, the study's sample size is 276 employees. The sample is described using descriptive statistics, ANOVA, and post-hoc analysis. Stress at work has been demonstrated to be positively impacted by poor management abilities. The absence of competitive knowledge, weak risk-taking skills, inadequate training, a lack of expertise in the industry, excessive leisure time, and non-contact occupational mobility, on the other hand, have a negative effect on job stress.

Keywords: work stress, pharmaceutical industry, excessive workload

INTRODUCTION

"Stress is a phenomenon originating from the interplay between people and their work and defined by changes within people that drive them to deviate from their usual functioning," Beehr & Newman assert (1978). The National Association of Mental Health reported the distinction between pressure and stress in a recent report, characterizing pressure as a potentially unpleasant situation that makes a person feel tense or alert. Yet, stress happens when a person's tolerance for pressure is exceeded. By applying the psychological techniques that involve questionnaires, stress can be measured. Readings of the body's physical constants, such as blood pressure, are included in physical measures. The levels of several hormones, among other things, are checked during physiological measurements. Activities such as hobbies, sports, music, dancing, and other pastimes can all be employed as stress-relieving techniques. Expert counsellors can help you manage your excessive stress. But in order to advance, it is crucial to address the fundamental problem of workplace stress. Challenges for people is growing daily in many different sectors, as if advancement leads to more problem and issues. The nature of labour problems has gradually changed, and these changes have constantly been made. In view of the fact that these developments have led to an increase in sicknesses, the fading of morality and human characteristics,

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and the daily emergence of new issues, this paper examined employee work stress in the pharmaceutical sector.

RESEARCH METHODOLOGY

The primary goal of this study is to examine how work stress affects employees' performance on the job in the Chengalpattu district of Tamil Nadu's pharmaceutical industry. To learn about the many stressors and reviews that the researchers have encountered, they also interacted personally and gathered employee opinions. Based on the data, it takes into account the factors that include an enormous workload, pointless duties, long hours and poor compensation, rare breaks, arbitrary deadlines, unutilized job skills, and worry about being laid off. The research plan is laid out on a five-point scale, with 5 denoting strongly agree, 4 denoting agree, 3 denoting neutral, 2 denoting disagree, and 1 denoting strongly disagree. The employees for pharmaceutical industries are chosen from various localities in Tamilnadu's Chengalpattu District. 300 people in total were contacted. Last but not least, the study's sample size is 276 employees. To describe the sample, demonstrate the variables that had a significant impact on job stress, and assess the linear relationship between the dependent and independent variables, descriptive statistics, ANOVA, and Post-Hoc are utilized.

The researcher classified the number of family members of employees in the pharmaceutical industry as one member, two members, three members, and four members. Mean and standard deviation values are calculated for each group.

ANOVA is used in one manner to investigate the stated hypothesis. Because the calculated P-value is significant, it is determined that the factors that contribute to employee stress in the pharmaceutical industry are an excessive workload, meaningless tasks, long hours and low pay, infrequent breaks, unrealistic deadlines, manufacturing issues, and fear of being laid off.

Due to this, there are considerable differences in the amount of work overload, pointless chores, long hours and little compensation, infrequent breaks, arbitrary deadlines, manufacturing issues, and fear of being laid off depending on the size of the family. Hence, the proposed theory is disproved.

In the instance of an excessive workload based on the size of the family, 4 family members received a mean score of 3.93, followed by 3 family members who received a mean score of 3.78, 1 family member who received a mean score of 3.16, and 2 family members who received a mean score of 3.04. It has been observed that many employees' families in the pharmaceutical sector have differing views on an excessive workload. At the one percent level, the estimated F-value is 18.721 and the P-value is 0.001, both of which are significant. As a result, opinions regarding the excessive workload of pharmaceutical industry employees vary significantly depending on how many family members they have. The 4-member family workers are shown to have a greater level of excessive workload. In the pharmaceutical sector, the amount of excessive workload is lower for two family members' employees.

Four family members of workers in the pharmaceutical business received a mean score of 4.29 on pointless tasks, followed by three family members with the mean scores of 3.86, two family members with the mean scores of 3.06, and one family member with a mean score of 3.01. It has been observed that many family members of workers in the pharmaceutical business have differing views on the pointless activities performed by pharmaceutical industry employees.

At a one percent level, the estimated F-value is 34.984 and the P-value is 0.001, both of which are significant. So, depending on the size of the family, there are considerable differences in perceptions of the pointless work performed by pharmaceutical industry employees. It has been discovered that four family members of workers in the pharmaceutical business perform more pointless duties than the average worker. However, one family member of employees in the pharmaceutical sector performs pointless activities at a lower level.

Based on the number of family members, the pharmaceutical industry faces long hours and low pay; 4 family members of employees received the mean score of 4.32, followed by 3 family members of employees who received the mean score of 3.85, 1 family member of employees who received the mean score of 3.18, and 2 family members of employees who received the mean score of 4.32. It has been observed that many families of workers in the pharmaceutical sectors have differing opinions about the long hours and poor remuneration. At a one percent level, the computed F-value of 32.577 and P-value of 0.001 are significant. Accordingly, there are considerable differences in opinions regarding long hours and poor pay in the pharmaceutical business depending on the number of family members of employees. It has been discovered that 2 family members of employees in the pharmaceutical industry have a lower degree of long hours and poor compensation than 4 family members, who work in the sector more frequently.

Four family members of pharmaceutical sector workers have a mean score of 4.13 in the category of infrequent breaks, followed by three family members who earned a score of 3.99, one person who secured a mean score of 3.24, and two family members who secured a mean score of 2.90.

It has been observed that many family members who work in the pharmaceutical industry have differing views on irregular breaks. At the one percent level, the estimated F-value is significant at 28.374 and the P-value is 0.001. Based on the number of family members of employees in the pharmaceutical sector, there is a big variation in attitude regarding rare breaks. It has been discovered that while 2 family members of employees who work in the pharmaceutical sector experience fewer infrequent breaks than the other 4 family members, both groups have greater levels of infrequent breaks.

Four family members of pharmaceutical sector workers received the mean score of 4.35 for unrealistic timelines, followed by three family members who received the mean score of 3.82, two family members who received the mean score of 3.00, and one family who received the mean score of 2.96. It has been observed that many family members of employees in the pharmaceutical sector disagree with the company's unrealistic timelines. At a one percent level, the estimated F-value is 37.363 and the P-value is 0.001, both of which are significant. As a result, there are strong differences of opinion on the pharmaceutical industry's use of arbitrary deadlines based on the number of family members of employees. It has been discovered that 1 family member of employees in the pharmaceutical sector has a lower degree of unrealistic deadlines than 4 family members of employees who work in the industry.

In terms of unutilized job skills, 4 family members in the pharmaceutical industry have a mean score of 4.36, followed by 3 family members of pharmaceutical industry employees who secured a mean value of 3.85, 2 family members who scored a mean score of 3.16, and 1 family member of pharmaceutical industry employees who scored a mean value of 2.90.

It has been observed that many family members working in the pharmaceutical industry have differing views about the untapped potential of the sector's workforce. At the one percent level, the estimated F-value is 30.747, and the P-value is 0.001. Because so many family members work in the pharmaceutical business, there is a huge variation in opinion about unemployed job abilities. It has been discovered that 1 family member of employees working in the pharmaceutical industry has the lowest level of unused job skills, while 4 family members of employees have the highest level of unused job skills.

4 family members of pharmaceutical sector employees have a mean score of 4.30 for layoff fear, followed by 3 family members who got a mean score of 3.89, 2 family members who secured a mean score of 3.13, and 1 person who secured a mean score of 2.79. It has been observed that a significant proportion of employees' families in the pharmaceutical business have differing views on their concerns about job losses. At the one per cent level, the estimated F-value is 43.419 and the P-value is 0.001, both of which are significant. Because there are so many family members of employees in the pharmaceutical sector, there is a huge variance in opinion regarding the fear of being laid off. It has been discovered that 4 family members of employees in the pharmaceutical business have the highest degree of layoff fear, compared to 1 family member of employees in the pharmaceutical industry, who has the lowest level.

It is significant at the 1% level based on the ANOVA result while considering the P- values. In light of the number of family members of employees who work in the pharmaceutical sector, there is a major variance in opinion regarding work stress.

The Bonferroni post hoc test is then used to determine whether there is a difference between the number of family members employed in the pharmaceutical industry and the level of job stress experienced by employees in this sector. According to the test results, employees in the pharmaceutical industry had different attitudes on heavy workloads, pointless jobs, long hours and little pay, rare breaks, arbitrary deadlines, unutilized job skills, and layoff fear than other groups.

Displayed the employees poor risk-taking abilities, a Lack of good training, leisure time, health issues, an excessive workload and levels of responsibilities, Unreasonable tensions, a lack of understanding about the competition and technology, non-contact occupational mobility, a lack of experiences in the current work and poor managing skill is treated as dependent variables while an excessive workload is treated as an independent variable.

The coefficient of regression variables, expressed by R square Value as .515 and R-value as .764, provides the regression analysis's assessment of the association's strength. The F-value is 12.840 and the P-value is 0.001, both of which indicate a significant association between the dependent and independent variables at the one per cent level. The hypothesis is therefore disproved. Also, the R-square result shows a 49.8% influence of the inde-

pendent variables on dependent variables. The standardised coefficient beta value represents how significant each predictor is in relation to work stress.

It is implied that an excessive workload has a big impact on workplace stress in the pharmaceutical sector. The equivalent p values for these variables are one percent, which indicates significance. So that, these factors have a big impact on work stress. The following equation describes how work stress is expressed.

Work stress is calculated as follows: 5.464 (constant) + 0.334 (bad managing skills) + 0.134 (the poor risk-taking capacity) - 0.142 (lack of good training) - 0.148 (lack of working experience in the current field) - 0.160 (very limited leisure time) - 0.197 (non-contact occupational mobility)

The above equation shows that weak managing abilities have a favourable impact on work-related stress. Poor risk-taking skills, inadequate training, a lack of expertise in the area, a lack of leisure time, and non-contact occupational mobility, on the other hand, have a negative impact on work stress.

While other parameters stay constant, the poor management competence increased by 0.334 for every unit rise in work stress. However, if other characteristics remained constant, poor risk-taking capacity is reduced by 0.134, inadequate training program is decreased by 0.142, lack of expertise in the current field is decreased by 0.148, very limited leisure time is decreased by 0.160, and non-contact occupational mobility is decreased by 0.197.

It has been discovered that weak managerial abilities have a beneficial effect on workplace stress. Whereas a lack of industry knowledge, poor risk-taking skills, inadequate training, a lack of expertise in the area, a lack of leisure time, and non-contact occupational mobility all negatively affect job stress.

CONCLUSION

According to the study's findings, the best stress-reduction techniques were sharing the workload with coworkers, delegating some tasks, taking time off for family and friends, and cutting back on overtime. According to the findings of numerous studies on this subject, stress significantly impacts professionals' levels of productivity. So, in order to manage stress, it is advocated that professionals exhibit self-control and good self-esteem; engage in continuous professional skill development to enhance their organizational skills; delegate authority and responsibilities and break work up into manageable work stress.

Conflict of interest - The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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