

The Relationship between Stress and Job Satisfaction

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Abstract: To improve the motivation of employees' stress is necessary. The organization puts pressure on the employee to complete the task with the deadline. Once, employee satisfaction increased. Too much stress makes things more difficult for the organization. This study will examine the relationship between stress and job satisfaction. The sample for this study is 79 among lecturers from the engineering and non-engineering departments in Politeknik Tuanku Sultanah Bahiyah, Kedah. The result shows that the lecturers is less stressed, and it is good to motivate to complete the given task. Furthermore, the findings suggest that are more satisfied at work. Correlation results indicate that there is an adverse sign of stress and job satisfaction. It shows that the lecturers has better job satisfaction when pressure is lower.

Keywords: Stress, job satisfaction, motivation

INTRODUCTION

Job satisfaction is essential for the remaining organization to survive well into the future. Job satisfaction requires competencies, experience, and knowledge to improve organizational performance. Benefit from the success of the organization through incentives, salaries, and compensation. This situation required an employee to work hard and can cause stress. This indicates that the given task has to on time. If the task without delay, it can satisfy the job requirements.

Based on the Agency's theory, the incentive can reduce personal conflicts between management and the shareholder in order to achieve the company's objective. Therefore, the company will appreciate and reward the employee for their ability to reduce costs and increase performance, which will motivate the employee to work hard. The relationship of the motivation to the company's objective will by stress. This situation is stressful for employees, but tasks are completed, and satisfaction increases.

Previous studies show the negative aspect for the stressful matters. Stress can influence a person's physical and emotional well-being at the same time. Additionally, work stress occurs in the workplace due to the importance of the job, a possible change in work activities [1]. Is no good sign for an employer to expand their business for better profit. Furthermore, stress can also impact the organization's finances when it is lost due to an employee's physical and mental illness, reducing

efficiency and dismissal [2]. A study by [3] shows that approximately 1.1 million people lose their lives each year due to work stress and occupational diseases.

Stress is tough to manage, which is always linked to a negative aspect, like blood pressure, lunatic and crazy. If these things happen, companies can be affected, in particular performance matters. Moreover, lower job satisfaction is less caused by an incomplete task. This shows that stress can also increase job dissatisfaction to a future career path. In other hand, when stress can be manage company gain benefit from it and increase job satisfaction.

Job stress is "a condition within which employees to satisfy the duties that exceed the person's ability, and also the resources which are required to perform these duties, under true where there's a huge difference between rewards and demand for fulfilling the duties." [4]. While stress includes the good and the bad, it is not necessarily bad. The organization needs focus to ensure that all tasks are completed, and employees are satisfied, leading to increased satisfaction.

This research aims, to investigate the relationship between stress and job satisfaction. The sample for this study is among lecturers from the engineering and non-engineering departments. The result shows that the lecturers is less stressed, and it is an excellent motivation to perform the given task and increase job satisfaction. Correlation results indicate an adverse sign of stress and job satisfaction. This

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shows that the lecturers are more satisfied on the job when pressure is lower.

LITERATURE REVIEWS

The employees do not under stress, they are not maximizing their ability. As a result, the company's return is lower and affects the shareholder's interests. This can put the company in a dangerous zone if shareholders pull back their investment. Therefore, the business should pressure employees regarding their responsibilities to reduce costs, increase profits and complete the date task. The fact that they can perform their duty increases their satisfaction.

The following discussion focuses on previous research on stress and job satisfaction. How does pressure, enhance work satisfaction? To what extent can job satisfaction is satisfied with stress? People look at stress in the negative aspect, where it tends to lead to various diseases like blood pressure, lunatic, and insanity. Consequently, this study prefers to look more closely at the aspect of stress that is good for the organization if their employee is more satisfied.

Stress is 'the state manifested by the specific syndrome, which consists of all non-specific changes induced in a biological system' [5]. There are a couple of stress issues, like stress needed or not? What is stress definition? What has the company gained from the stress of employees? Does stress affect an organization's performance? What happens to an employee who is overly stressed? What relationship is stressed with job satisfaction? Why is tension going on? Is there any way of reducing stress? Did job satisfaction matter a lot? Understanding the issues and finding a resolution to is very important.

Stress and job satisfaction are interrelated things where if the individual is stressed and not happy, it may not fully contribute, which is influences efficiency [6]. If the employee is stressed and dissatisfied with their job, their skills, experience, and knowledge may be less utilized. This can affect an organization's objectivity, including its performance. According to [7], 80 percent of managers do not fully use their potential due to stress.

There are mixed results according to the relationship between work stress and job satisfaction [8], [9]. According to a study by [8], there is a negative relationship between stress and job satisfaction. High levels of stress are related to low levels of job satisfaction. Supported by [9], the relation between job stress and job satisfaction is negative. In

addition, [10] conclude that burn-out, and job dissatisfaction are related.

An Employee does not carry out duties when unsatisfied. Any employment application as a burden to the employee. Furthermore, even with a high demand for work and long work hours, the employee is not too committed to the job. The question is, how do they handle stress? [11] They create pleasure in dealing with these stressors. The Employee must take on all duties regarding their duties because they have paid by the organization. It shows that once someone has been hired and paid, they tend to carry out their responsibilities by doing the job. Even the individual is stressed with their job application, yet satisfy if able to accomplish the task. It shows that stress has the potential for high job satisfaction.

Stress is a motivating tool for improving performance associated with greater satisfaction. If the organization is satisfied, the award is offered, such as a salary increase, bonus or other benefits of a relative, such as vacation. This can motivate an employee to work hard and absorb stress. As a result, stress is required to bridge the gap between employee capacity and performance. Skills, experience, and knowledge tend to be used to absorb stress to ensure the job is completed and to meet organizational objectives. This can lead to higher job satisfaction and higher performance.

Job satisfaction is defined as an affective or emotional response toward various facets of one's job [12]. Why job satisfaction is essential? Job satisfaction can provide a better working environment. [13] Explain that when employees are more satisfied with their work, they tend to be happier, more helpful, and friendlier with their teammates. The implication of this notion, this conflict, and what is negative in the workplace may be established by the organization. An employee is an asset to the organization because they need to survive for a long time with better performance, but they become cutters when an employee leaves.

What benefits does an organization derive from job satisfaction? When an employee is satisfied with their work, they can use their competencies, experience, and knowledge improve their organizational performance. This scenario builds confidence in an organization to bid on a large project and complete it in the period that tends to achieve better returns. However, employee welfare should be taken care of to keep them happy in addition to the appreciation was granted.

The person does not think of the given task as a burden, but as something that can benefit once completed. Understand the job description and

collaborate with the organization to keep employees satisfied with their job and eliminate stress. Job satisfaction can change the physical or mental nature of work. In addition, this individual should not view the given task as a burden, but as part of their job description and the pleasure of doing so.

METHODOLOGY

The sample of this study is 79 lecturers from Politeknik Tuanku Sultanah Bahiyah, from engineering departments such as Civil, Electrical and Mechanical and non - engineering departments such as commerce, general study, and mathematics, science and computer. All data will analyze by using SPSS for descriptive and correlation to look between job stress and job satisfaction. The sample is among the academic staff. In addition, the respondent was entirely voluntary from the department were chosen and a questionnaire was distributed in google form. The data extracted from the google form into excel and analyzed via software SPSS

The instrument used in this study comprised three elements. The first part gathered information on the demographic characteristics of the respondents, such as gender, age, marital status and educational background. An instrument related to job satisfaction and job stress was adopted from a study by [6] "A Study of Job Stress and Job Satisfaction among Universities Faculty in Lahore, Pakistan". The scale which has been used for the measurement of job satisfaction indicate 5 "strongly agree", 4 "agree", 3 "Somewhat agree", 2 "Somewhat Disagree", 1 "disagree" and for the measurement of job stress, 1 "No Stress", 2 "Slight Stress", 3 "Moderate Stress" 4 "High Stress", 5 "Excessive Stress".

RESULT ANALYSES AND DISCUSSIONS

a. Descriptive Analysis

Table 1 indicates descriptive statistics for 79 respondents from various positions, departments, gender, and education. The results show that throughout the analysis of the crosstab analysis are a majority of senior lecturers and the lecturers are non - engineering departments are 17 and 27. The engineering departments also indicated that 14 are senior lecturers, and 21 are lectures. According to the crosstab analysis between position and education, the results show that there are 27 senior lecturers with a master's degree, 25 lecturers with a degree and one is Ph.D. holder. Furthermore, 25 females are a senior lecturer and 27 is a lecturer and 27. Senior lecturers among males are 7 and for lecturers are 11.

Table 1: Descriptive statistic

	Position		Total
	Senior lecturer	Lecturer	
Department			
Engineering	14	21	35
Non-Engineering	17	27	44
Education			
PhD	1	0	1
Master	27	25	52
Degree	3	21	24
Diploma	0	2	2
Gender			
Male	7	11	18
Female	24	37	61

Table 2 shows the factor of stress with five (5) questions. The results will show in some descriptive statistics such as the mean. Table 2 illustrates that the allocated elements have a higher average of 2.59. This indicates that job assignments may cause lecturers stress. There is a good relationship among departments when stress suggests an average of 1.95. Every department has a different program, which is not tied together, so there are fewer relationships. Furthermore, lecturers are less stressed when it comes to financial issue, which means they are satisfied with their salary.

Table 2 shows job satisfaction with six (6) questions. This study found that the moral nature of employment is highest an average, 3.37. Moreover, in terms of job applications too mentally, it shows less average, 3.11. This study shows satisfaction with organizational management, facilities, and income, with an average of 3.25, 3.20 and 3.29.

The work of the lecturer is teaching and learning that is related to the educational area, such as review, preparation before the whole class, and assessment. However, the lecturer may insist when job assignments are less associated with the academic field. In addition, the lecturer's job satisfaction is a little higher in terms of job applications too mentally. While the lecturer somewhat emphasized the assignment of the job, they are still satisfied with their given task.

Table 2 Stress and Job Satisfaction

No	Stress	Mean	Standard Deviation
1	Relationship with department	1.95	1.08
2	Performance Evaluation by employer	2.09	1.11

3	Pressure from comparison with colleagues' performance	2.38	1.19
4	Job Assignments	2.59	1.20
5	Insufficient salary	2.11	1.29
Job satisfaction			
1	Satisfaction with organization's Management	3.25	1.14
2	Professionalism	3.36	1.11
3	Satisfaction with facilities	3.20	1.35
4	Satisfaction with income	3.29	1.35
5	Respectable Nature of Job	3.37	1.24
6	Job Demands too Much Mentally	3.11	1.11

Table 3 shows overall means for stress and job satisfaction. This study states that the average stress is 2.23 and job satisfaction is 3.27. This research indicates that lecturers have a moderate level of stress. It is essential for the lecturer to have the pressure to motivate them to work hard and complete the task at hand. Moreover, the findings show that the lecturers, having greater job satisfaction. It is perfect for an organization to perform better when stress among the lecturer can motivate and make them feel good about their work.

Table 3: Overall mean stress and job satisfaction

No	Factor	Mean	Standard Deviation
1	Stress	2.23	0.97
2	Job Satisfaction	3.27	0.92

b. Correlation Analysis

Table 4 shows the correlation between stress and job satisfaction. This study shows that stress and job satisfaction correlate negatively and significantly ($t = -0.296, p = 0.008$). The result shows that when the lecturer is less stressed, it is to increase job satisfaction. However, stress can still be managed when it does not distract too many classroom activities. Therefore job satisfaction can increase. Besides, less stress is good for the lecturer to work hard and complete the task. This can increase job satisfaction.

Table 4: Correlation

	Stress	Job Satisfaction
Stress	-	-0.296**
Job Satisfaction	0.296**	-

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

CONCLUSIONS

The organization prefers to have the employee work under pressure to ensure that the objective can be achieved. An employee must work hard on the deadline task. As a result, salary, facilities, the relationship between the service and the teammate may influence stress if it does not fit. In addition, all of these things can work together to make it possible for an employee to have better job satisfaction.

The purpose of this study is to examine the relationship between stress and job satisfaction. The sample of this study is 79 among the lecturer in the engineering, and non – engineering department. The result suggest that the lecturer is less stressed, and this is good for motivated to complete the given task. In addition, the results suggest that the lecturer is more satisfied on the job. The Lecturer is highly committed as they are satisfied with the teaching and learning process.

Correlation results suggest an adverse sign of stress and job satisfaction. This shows that the lecturer is better at work when stress is lower. Organizations should be aware of employee stress because it can influence job satisfaction. Lecturers can work hard when stress is lower and satisfied with their work.

The limit of this study is the sample of Politeknik Tuanku Sultanah Bahiyah solely. The polytechnic located in a small town with a low cost of living may not emphasize financial matters and traffic. Suggested for a more in-depth study is taking into account the sample should consist of various Malaysian Politeknik.

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