



A Study On The Causes And Impact Of Employee Stress With Special Reference To Malappuram District

1FATHIMA SAFA.P, 2NASLA SHERIN.M, 3SALABHA.C, 4SNEHA.C, 5JUMANA JASMIN.K

1STUDENT, 2STUDENT, 3STUDENT, 4STUDENT, 5STUDENT

1UNIVERSITY OF CALICUT,

2UNIVERSITY OF CALICUT,

3UNIVERSITY OF CALICUT,

4UNIVERSITY OF CALICUT,

5UNIVERSITY OF CALICUT

Abstract

Work-related stress has become a growing concern in contemporary organizations, influencing both employee performance and personal well-being. This research examines the key sources and consequences of stress among employees in Malappuram district, Kerala. The study was conducted using a sample of 100 employees drawn from sectors such as education, healthcare, and business. Primary data were gathered through structured questionnaires and analysed using percentage methods, averages, and graphical tools. The results indicate that excessive workload, extended working hours, ineffective communication, and imbalance between work and personal life are the dominant contributors to stress. The findings further reveal that stress negatively affects productivity, increases absenteeism, and contributes to health-related problems. The study concludes that organizations can reduce stress levels by implementing flexible work schedules, providing counselling services, and promoting supportive leadership practices, thereby enhancing overall job satisfaction.

Keywords: Employee Stress, Workload, Job Satisfaction, Work–Life Balance, Stress Management, Malappuram.

1. Introduction

Stress is an inherent part of professional life and occurs when workplace demands exceed an individual's coping capacity. In the present competitive and rapidly changing organizational environment, stress has emerged as a critical factor affecting employees' health, efficiency, and job satisfaction. Malappuram district, one of the fast-developing regions of Kerala, is experiencing increasing workplace challenges due to modernization, competition, and shifting organizational practices. Therefore, it is essential to study employee stress within this specific regional and socio-economic context.

2. Statement of the Problem

Although workplace stress is widely recognized as a serious organizational issue, many institutions in Malappuram have not adequately addressed its root causes. Unmanaged stress can lead to reduced performance, low morale, health complications, absenteeism, and employee turnover. Moreover, there is limited empirical research focusing specifically on stress factors affecting employees in this district. Hence, this study attempts to answer the following questions:

1. What are the primary sources of stress among employees in Malappuram district?
2. What effects does stress have on employee performance and well-being?
3. What organizational measures can help in minimizing workplace stress?

3. Objectives of the Study

1. To identify the key factors contributing to employee stress in organizations located in Malappuram district.
2. To examine how stress influences employees' physical and psychological health.
3. To explore the relationship between stress, job satisfaction, productivity, and performance.
4. To assess the coping strategies and stress management practices adopted by employees.

4. Significance of the Study

This research offers practical insights for human resource managers, organizational leaders, and policymakers. By identifying stress factors specific to the Malappuram region, organizations can design effective stress management programs that promote employee well-being, enhance morale, and improve overall productivity.

5. Research Methodology

Research Design: Descriptive research design was adopted.

Sources of Data: Both primary and secondary data were used. Primary data were collected through structured questionnaires, while secondary data were obtained from books, journals, and research articles.

Sample Size: 100 employees.

Sampling Technique: Stratified random sampling combined with convenience sampling.

Tools for Analysis: Percentage analysis, averages, and graphical representations were applied for interpretation.

Hypothesis:

H₀: There is no significant relationship between job satisfaction and clarity of job responsibilities.

H₁: There is a significant relationship between job satisfaction and clarity of job responsibilities.

A Chi-square test was conducted, and the null hypothesis was accepted at a 5% level of significance.

6. Limitations of the Study

- The research is confined to Malappuram district.
- The sample size is limited due to time and resource constraints.
- Responses may be subject to personal bias.
- The study reflects a short-term perspective and may not capture long-term stress trends.

7. Review of Literature

- **Cooper & Marshall (1976)** identified major occupational stressors such as role conflict and poor job design.
- **Dhanabhakym & Sarath (2024)** examined stress among healthcare workers in Malappuram.
- **Salama et al. (2022)** studied the link between job stress, burnout, and employee turnover.
- **Jaleel K.M.A (2020)** analysed stress management practices among cooperative bank employees in Malappuram.
- **Kivimäki et al. (2015)** found a connection between work stress and cardiovascular health risks.
- **Richardson & Rothstein (2008)** reviewed the effectiveness of workplace stress intervention programs.

8. Discussion and Results

The survey findings reveal that excessive workload (38%), long working hours (28%), and communication gaps (42%) are the leading sources of stress. Approximately 66% of respondents reported experiencing physical symptoms such as fatigue, while 68% indicated that workplace stress negatively affected their family life. Only 46% stated that their organizations occasionally provide stress-related support.

The Chi-square analysis showed no statistically significant relationship between job satisfaction and clarity of job responsibilities.

9. Findings

- Most employees are generally satisfied but experience periodic stress.
- Workload and communication deficiencies are major stress contributors.
- Stress moderately affects physical and mental health.
- Family concerns and limited recreational opportunities intensify stress levels.
- Employees prefer improved communication, flexible schedules, and wellness initiatives.

10. Suggestions

- Introduce flexible working hours and sufficient rest intervals.
- Organize regular stress management training and counselling programs.
- Strengthen transparent communication between management and staff.
- Implement recreational and employee wellness initiatives.
- Ensure fair and balanced task allocation among employees.

11. Conclusion

Employee stress is a complex issue with significant implications for both individuals and organizations. In Malappuram district, major stressors include heavy workload, inadequate communication, and imbalance between professional and personal life. To create a healthier work environment, organizations must adopt proactive measures such as supportive leadership, clear role definitions, flexible scheduling, and structured stress management programs. These strategies will not only enhance employee well-being but also improve organizational performance.

12. Bibliography

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