ABSTRACT

Meaningful work recognizes the need of human beings to be part of society. The study undertaken on work is significant because it occupies a major portion of man’s life span. Wages, working conditions, work group, supervision, promotion and work are the elements which contribute to job satisfaction. A person prefers mentally challenging work, equitable rewards, supportive work conditions and supportive colleagues. There is a relationship between satisfaction and productivity, satisfaction and employee turnover, satisfaction and absenteeism, satisfaction and safety.

In this background, the researcher felt the need to study occupational stress of professionals in Bangalore. Occupational stress is a complex and dynamic process. It can also be perceived as the imbalance between environmental demands and a person’s ability to cope with these demands. A profession is one which requires specialized knowledge, training and study in a particular area. A professional receives payment for participating and is bound by a strict code of ethics.

The purpose of this investigation was to study the Job Satisfaction of professionals in relation to Occupational Stress. It was also the intention of the researcher to find out whether there are differences in the independent variables namely gender, experience and profession. In addition, the researcher strives to find out whether there are differences with respect to the various dimensions of Job Satisfaction namely Pay, Promotion, Supervision, Benefits, Contingent rewards, Operating Procedures, Co-workers, Nature of work and Communication. Similarly, the study also covers the differences with respect to the dimensions of Occupational Stress namely Role Overload, Role Ambiguity, Role Conflict, Unreasonable groups and Political Pressure, Responsibility for Person, Under participation, Powerlessness, Poor peer relations, Intrinsic improvement, Law status, Strenuous Working Condition and Un-profitability.

The objectives of the study were to find out the relationship between Job Satisfaction and Occupational Stress of professionals in Bangalore, to investigate difference in background variables such as gender, experience and profession that would account for significant difference
in Job Satisfaction of professionals and to find out the impact of Occupational Stress on Job Satisfaction of professionals.

The variables of the study are Job Satisfaction as a Dependent variable, Occupational Stress as an Independent variable and Gender, Experience and Profession as Background variables:

The population of the consists of seven different professionals from Bangalore city. The sampling technique employed in the study was volunteer sampling. The standard tools used to measure the variables of the study were Job satisfaction scale and Occupational stress Index standardized by the investigator.

Hypothesis of the study was stated in null form for testing in this research and they were categorized under three sets. Set I dealt with correlation between the dependent variable job satisfaction of professionals and independent variable occupational stress. Set II dealt with multiple regression and Set III dealt with t-Test analysis.

The correlation analysis revealed that there was a significant negative correlation between job satisfaction and occupational stress of professionals. This implies that a professional’s occupational stress is largely dependent on job satisfaction. There was a negative relationship between the dimensions of job satisfaction and occupational stress. There was also a negative relationship between dimensions of occupational stress and job satisfaction.

Organizations should evolve an appropriate human resource strategy keeping in mind the job satisfaction of professionals in their organization which in turn would help to reduce the occupational stress of professionals. It is very relevant at a time when India is poised for global leadership and this will help to transform an organization and make it competitive in the global environment.