Abstract

The increasing importance of people to organizational success corresponds with the rise in the research areas where the subtle issues of job involvement and job satisfaction are challenged worldwide. Research on such issues has grown exponentially over the past ten years. Originating as it has, however, across diverse academic disciplines (for example, psychology, sociology, economics) and geographic regions (although primarily Europe and the United States). The present thesis discusses the analysis on Stress Management, Job Involvement and Job Satisfaction of the employees of Marwadi Shares & Finance Ltd. This is the first broking house in India to conduct research on Stress Management, Job Involvement and Job Satisfaction of the employees.

There are various researches conducted on Stress Management in different sectors like academic, corporate, public sector, their professionals etc. None of the research has been done in any Broking House. Various psychological studies available regarding job satisfaction, job involvement and stress management of employees. But most of them are separately carried out. None of the studies examine all these aspects jointly in a single research venture. But they need to be studied jointly since each of them affects the other directly or indirectly. Despite of the importance of the subject, there is little literature available on the subject of occupational stress, job involvement and job satisfaction Therefore; it was felt necessary to fill the gap of research on the aforesaid area.

Researcher has covered following objectives in his research work like:

- Studied correlations among occupation stress, job involvement and job satisfaction for employees.
➢ Studied mean differences according to location wise, Gender wise, Designation wise and marital wise regarding occupational stress, job involvement and job satisfaction of MSFL employees.

➢ Studied differences between occupational stress, job satisfaction and job involvement according to Region, Income, Age, Experience, Educational Qualifications, Designation and environment of the employees of MSFL.

➢ Studied joint effect of level of interaction among MSFL employees’ with location, gender, and marital status for occupational stress, Job involvement and job satisfaction.

With a view to achieve above stated objectives, researcher has framed 72 hypotheses which are tested using various Statistical tools like correlation, t-test, F-test and 2 x 2 x 2 Factorial experiment.

Methodology
To scale Occupational Stress of employees’ researcher has specially prepared scale developed by Dr. A. K. Srivastava and Singh. To measure job involvement of employees scale developed by Lothal and Kegener was used. Scale developed by Dr Brayfield and Rothe(1951) was used to measure job satisfaction. Based on the data, various Statistical Tools has been used to achieve research objective. On the basis of the results, finally conclusion has been drawn and suggestion are given.

Conclusion based on hypothesis
Based on the objective of study, researcher has tested 72 hypotheses. Out of 72, 15 hypotheses were tested for correlation (for “r” test) and out of 15 tested, four hypotheses had a positive correlation, while 11 had a negative correlation. All were significant. 12 hypotheses were tested for mean difference (“t” test). Among 12, 3 were accepted, while others were rejected. In one-way ANOVA (“F” test), 24 hypothesis were tested. Out of 24, 11 were accepted, while 13 were rejected. In factorial design (2x2x2)
total 21 hypotheses was tested. Out of 21, only 2 were rejected, while others were accepted.

**Findings**

Based on hypothesis tested it has been found that Correlation between Occupational Stress and Job Satisfaction, Occupational stress and Job Involvement are negative, while correlation between Job Involvement and Job Satisfaction are positive. Testing the hypothesis using t-test it was found that gender and designation has impact on occupational stress. Testing the hypothesis using F-test it was found that Income affects Occupational Stress, while Educational Level, Designation, Organizational environment and level of employee’s satisfaction affects Occupational Stress, Job Involvement and Job Satisfaction of MSFL employees.