

Antecedents of Work Stress In Recruiters

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Abstract

The study focuses on analyzing the antecedents of work stress endured by recruiters. The study was conducted on the employees of human resource recruiting organization. The study attempts to identify the existence or non-existence of stress among the recruiters in the organization and also to diagnose the factors which are contributing towards stress. The antecedents of job stress considered in the study are job autonomy, supervisory support, coworker integration, role conflict, work overload and role ambiguity. The sample considered for the study is 140 employees working in personnel consultancy in Chennai. Job autonomy and supervisory support are the significant predictors of work stress. The implications for the personnel managers and HR policy makers were discussed in the study.

Keywords: Work stress, recruiters, work overload, role conflict, role ambiguity, etc.

1. Introduction

Workplace stress, in other words known as work stress is the stress which originates from functioning at his/her job. In today's appallingly busy world, the physical work environment too usually appears like a torrid roller coaster. Long work hours, compressed point of time and ever-growing demands will leave you feeling disquieted, drained, and powerless. Chief reasons are idealistic short-run goals, shocking responsibility sharing and high expectations. Whereas the work itself might be stress-inducing the manner it's performed and the operating atmosphere are essential factors in generating stress. Job stress occurs once the necessities of the work don't match the capabilities, resources, or wants of the

employee. Workplace stress is additionally connected to pressure from seniors and peers and in lack of care from colleagues. This robust status mean several achievement advisory were doubtless to be feeling the pressure at work achievement could be a hardhitting job, and competition is in increasing extremely skilled candidates in sturdy demand, and purchaser have roles wanting to fill and half stroke pressure on recruiters to deliver.

The prospect of our study is in recruitment industry since; recruiters habitually work with people and are experiencing one of the most stressful times in their life. So focusing on the study of various factors relating to stress in recruiters will helpus in minimizing it by implementing right interventions. “Stressing” could be developed during circumstances like job candidates scheduled an interview but failed to appear, or they get hired but did not report to workwithout so much as a phone call. Recruitment is a tedious job, as the entire day is spent meeting the client’s demands and needs; simultaneously, it’s also important to beat the competitors. There are several issues that results in stress and give rise to alternate issues as well. The primary objective of this study is to identify the antecedents of work stress in recruiters. The studies also focuses on the existence of work stress among the recruiters and identifies the nature and investigate the level of work stress to suggest better strategies to overcome work stress. The main aim of the study is to assess the effect of work characteristics on work stress in recruiters. Including factors such as effect of freedom to expand job duties and responsibilities, effect of extent to which leaders value their employee contributions, effect of incompatible demands relating to job, unclear roles, coworker integration and role conflict.

2. Review of literature

Viljoen and Rothmann (2009) investigated the link between occupational stress, organizational commitment and physical health. They found that stressors conferred considerably to physical health and lower level of commitment. Stress regarding job security came up to each physical and psychological health issues.

Low individual commitment to the organization was caused by five stressors, like work-life balance, overload, control, job aspects and pay.

Shrivastava and Jagdish (1990) investigated the link between perceived activity stress continuing from totally different job dimensions and psychological state. The findings of the study supply a robust support for the disagreement that activity stress arising from numerous job dimensions such as role conflict, role overload, role ambiguity, cluster and political pressure, impotence, poor peer relations at work were found reciprocally connected with psychological state.

Swaminatha and Rajkumar (2010) investigated the level of stress experienced in organizations and their effect on behavior of employees. They conducted a study that targeted on the degree of stress among the age bracket, profession, totally different kind of jobs, hours of work and the influence of labour setting on the degree of stress featured by workers. Every individual in the workplace encounters some sort of frustrations, strains and apprehensions related to the task assigned to them, or related to overall working conditions. The ever-increasing mechanization, urbanization, and rising scales of operations trigger stress and anxiety. Individuals also tend to experience stress when they lose control over whatsoever is happening in their life.

Selye (1956) has outlined stress as a well-established reaction of body to any demand made upon it. These demands are referred as 'stressors' and they might be either pleasant or unpleasant things or factors faced by individuals.

Wu and Norman (2006) declared that role conflict is one among the foremost influencing issues of job stress and takes place often and it is the foremost job factor which influences the person.

Rizzo, et al. (1970) declared that the role conflict and role ambiguity influences the factors like job satisfaction and non-functional behavior because of job stress and apprehension.

Minter (1999) defines stress as harmful physical and emotional reactions that take place once necessity of employment does not match the potentiality, resource or desires of the employee.

Lee and Ashforth (1996) explained that stress and job burnout is also associated with explicit demands of labour, together with overload, variations in employment, role conflict, and role ambiguity. Employees understand a high level of stress and job burnout which leads to poor responses and lack of job satisfaction, which often enrouts commitment to the organization and lead to higher turnover.

According to Kahm and Quinn (1970), stress leads to consequences of unhealthy destructive effect on individuals due to factors such asunrealistic allotted work role. Occupation stress is caused byunfavorable issues of work surroundings.

Munir (2011) have investigated the association between work stressors like workload demands, role ambiguity, home-work interface, and performance pressure, cordial relationship with colleagues, role conflicts, motivation and job performance. The results proved that motivation played the role of mediating variable. The positive predictors of job performance are role conflict and role ambiguity while the other stressors are negative predictors of job performance.

McGregor and Abrahamson (2000) narrated that operating surroundings issue ought to be thought-about as production issues so as to attain the economic gains.Human suffering and economic losses square measure the continual prompt to implement higher structure work style, coming up with of labor time, work safety commonplace and management technologies.

3. Research methodology

The study has consideredrecruitment industry to test the proposed model. To collect the data from the respondents, the researcher used convenient sampling method. Secondary data were collected from company websites, internet, articles and journals. Primary data were collected through an investigation with the help of

questionnaires. A total number of 140 respondents were contacted and was given the chance to participate in the survey.

4. Results and discussions

4.1. Profile of the respondents

Table 1

Profile of the Respondents

S.No.	Parameters	No.of Respondents	%
1	Gender:		
	Male	64	45.7
	Female	76	54.3
2	Age:		
	18-25	40	28.6
	26-40	80	57.1
	41-55	16	11.4
	d) 55-till retirement	4	2.9
3	Education:		
	Diploma	28	20.0
	Under Graduate	88	62.9
	Post Graduate	20	14.3
	Doctorate	4	2.9
4	Annual Income:		
	<Rs.2 lakhs	100	61.4
	Rs.2-5 lakhs	40	38.6

4.2. Determinants of work stress

The study attempted to measure the determinants of work stress by using multiple linear regression analysis

Work stress = $\alpha + \beta_1$ Job Autonomy + β_2 Supervisory support + β_3 Coworker integration + β_4 Role conflict + β_5 Work overload + β_6 Role ambiguity

Table 2***Coefficient Values***

Dependent Variable	Independent Variable	β Coefficient	Standard Error
Work Stress	Job Autonomy	-0.401**	.124
	Supervisory support	-0.271**	.112
	Coworker integration	-0.150*	.101
	Role conflict	0.020	.140
	Work overload	0.021	.119
	Role ambiguity	0.186	.121

R, the multiple correlation coefficients, specifies the significance of prediction of the predicted variable. In the proposed model, R value of 0.564 indicates that the six determinants are good predictors of work stress. R², coefficient of determination, represents the level of variation in predicted variable explained by predictor variables. In this model, 33.20% of variance in employee engagement is explained by the six determinants. Job autonomy, supervisory support and coworker integration are the significant ($p < 0.000$) predictors of work stress. Job autonomy, supervisory support and coworker integration are negative predictors of work stress. Whereas, role conflict, work overload and role ambiguity failed to predict work stress.

5. Conclusion

The research has once again confirmed that workplace stress plays a significant role in psychological well-being of employees. Workplace stress can be caused by a number of factors from heavy workloads and over-promotion to bullying and censoring of culture. Some common causes which leads to stress in the workplace includes excessively high workload with unrealistic deadlines, making

people feel rushed, under pressure and over whelmed. It can also cause defensiveness, lack of motivation, difficulty in concentrating, accidents, reduced productivity, and interpersonal conflict. Specifically in recruitment industry, the major cause of workplace stress is excessive workload encompassing targets. Accepting unpredicted experience and staying concentrated on things that are under your power/control helps in minimizing workplace stress. Working in recruitment can be very stressful but following stress management strategies will help to manage stress positively at work. Recruiters need to spot them and act before they become a serious issue.

6. Reference

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