

" An Empirical Study of Job Stress and its Effects on Job Satisfaction and Turnover Intention Among Faculty Members after Pandemic"

¹Mrs. Manju B, ²Dr. B Mathivanan

¹Research Scholar, Periyar University
Assistant Professor, Swamy Vivekananda Rural Frist Grade College,
manjumahesha.mk@gmail.com

²Prof & Head, Department of Commerce MGR College, Hosur
mathivananbyrappa@gmail.com

How to cite this article: Manju B, B Mathivanan (2024) An Empirical Study of Job Stress and its Effects on Job Satisfaction and Turnover Intention Among Faculty Members after Pandemic. *Library Progress International*, 44(3), 5692-5702.

Abstract

Recently, the Covid-19 epidemic had a significant emotional and social effect on the global population. Numerous research studies have demonstrated the detrimental effect on the psychological well-being of the most visible sets or classes, which include kids, academy pupils, and health care employees, who have a greater risk of developing post-traumatic stress disorder, nervousness, unhappiness, and other distressing symptoms. The current study attempted to investigate several psychological employment metrics such as job stress, job satisfaction, and turnover intention of faculty members after the covid epidemic, particularly in Bangalore, India. The random sampling strategy was utilised to choose the sample in this investigation. Primary and secondary data collection approaches are used. Here the structured questionnaire is been prepared and the data from 150 faculty members were collected during the study period and the same has been analyzed through SPSS software using statistical test like reliability test – Cronbach's Alpha, for testing the normality researcher calculated Kolmogorov-Smirnov test, the parametric test like regression analysis is been calculated.

Key Words: Job Stress, Turnover Intention, Job Satisfaction, faculty members Covid19 Pandemic

1.1 Introduction:

In the current scenario, the COVID- pandemic emergency has fundamentally altered the way people live and work. While most of the research studies have attentively concentrated on predominant negative significances, possible positive moves in everyday life have gotten less consideration. Thus, the researcher here trying to examined the genuine and professed general influence of the COVID- pandemic crisis on psychological parameters of jobs like turnover intention, stress of work, and job satisfaction of faculty members after covid pandemic specially in Bangalore city of India.

At the workplace, stress is a well-known event that manifests itself in a variety of ways and has an adverse effect on workers in a variety of work situations. A study of workplace stress in a variety of situations will provide us with a more complete knowledge of the phenomenon and in what way we might alleviate its damaging effects on employees' regular performance, productivity, fulfilment, competence, and responsibility to continue working. Stress may be described in a variety of ways depending on the language used and the organizational context in which it occurs, and it is a multi-dimensional phenomenon. Employment stress is the general name for the body's unpleasant generic reaction to the demands of any job. Essentially, there are two primary stress systems: eustress and distress. Employees that experience eustress are more capable of meeting workplace expectations, which may help them improve the value of their effort. And employees who are distressed will be unable to meet work obligations, which may prompt them to cut the value of their effort.

In a structural setting, occupational stress is classified as work pressure. There are two primary types of job-related stress: physical and mental. Physiological stress has a number of adverse effects on the human body, including hemicrania, headaches, fatigue, and chest discomfort. Physiological stress causes anxiousness, rage, tension, and worry, among other symptoms. If the worker is unable to handle his or her stress, it will have a detrimental effect on the worker's attitude and conduct. "According to Sager (1994), stress is a significant factor in a variety of job-related behaviours (turnover) and attitudes (job satisfaction, organisational commitment), and Kazmiet al. (2008) stated that among the numerous stressors, the following factors contribute to work stress: a lack of resources, work overload, a lack of harmony and ease with the immediate superior and coworkers."

Historically, research has concentrated on two major dimensions of workplace stress: individual differences, which include locus of control, personality, and self-control, and work-related stressors. The sources of stress inherent in the workplace can be systematically removed or changed by organizations to reduce workplace stress.

Job Stress:

Various scholars have characterised stress in a variety of ways. "stress may contribute to mental illness and depression (Eckles, 1987), physical illnesses and chronic diseases such as heart disease, or other issues such as substance addiction (Patton, 1988) and alcoholism (Scanlon, 1986; Patton and Questell, 1988)." Job stress refers to the general unpleasant reaction of the body to work-related stresses. It is not a result of the source of pressure, but rather of how that pressure is perceived. "Job stress, as defined by Richardson & Rothstein (2008), is a situation in which work-related factors impact individuals to the extent that their psychological state deviates from their normal performance." "Montgomery et al. in 1996 identified severe occupational stress as dysfunctional, resulting in a decline in commitment and efficiency."

Job Satisfaction:

Job satisfaction has long been a source of fascination for several scholars due to its critical role in an organization's efficiency (Maslow, 1954). "Job satisfaction is a multifaceted and complicated notion that is seen differently by various individuals. It is often discussed in terms of motivation, yet it is completely distinct from that. It's more like to a person's discernment, internal feeling, and emotion, which may be related to things like a person's sense of accomplishment (Mullins, 2005)." "There are two kinds of attitudes about work: positive and negative. (2010) (Abdul, Ismail, & Jaafar)." It is a well accepted statistic that a person has an optimistic attitude about their work if they experience a high degree of job satisfaction, while an individual has an unfavourable attitude toward their job if they experience job unhappiness. "The phrase 'employee attitude' is often used interchangeably with 'work satisfaction' (P. Robbins & Coulter, 2004)."

Turnover Intention:

Employees who choose to join or quit the company will also eventually depart at the moment that the organisation deems most appropriate. "Tett and Meyer et al. (1993) express turnover intention as "a conscious and purposeful desire to quit an organisation." "Glissmeyer et al. (2008) proposed that turnover intention should be referred to as the mediating element between attitudes impacting the intention to quit and leaving an organisation." "Given the research's goal, turnover intention will be defined as the degree to which an organisational member feels he or she will resign at some unspecified point in the future" Hinshaw, Smeltzer, & Atwood, et al. (1987).

1.2 Literature Review:

Muhammad, et al. (2021) did study on "The Effect of Job Satisfaction on Employee Turnover Intentions at Bank Al-Habib." The researcher gathered data from 375 workers at Bank Al-Habib, which operates over 835 branches and sub-branch locations around the country and employs over 15,000 people. Salary, Promotion, Work Environment, Supervision, and Task Satisfaction were all examined by the researcher. Additional data analysis was performed using the partial least squares approach and the Smart PLS programme. Finally, the researcher found that employee happiness had consequence on turnover intention.

Shaikh et al. (2020) published a study titled "Relationship between Job Satisfaction and Intention to Leave: Evidence from Bangladesh." The researcher gathered data from around 355 workers from various industries using a standardised questionnaire in order to elicit unique perspectives on turnover intentions as well as on job satisfaction. The data collected was analyzed using multiple regression and correlation. The researcher discovered a reciprocal association between several characteristics of work satisfaction and plans to leave.

Tarigan & Ariani, et al. (2015) performed a practical study on "Relationships Between Job Satisfaction, Organizational Commitment, and Intention to Leave". The researcher gathered data from 206 workers of industrial companies in the Indonesian cities of Yogyakarta and Surakarta. Additionally, the researcher employed structured

questionnaires and structural equation modelling using the AMOS software to quantify four models of the interaction.

Saeed & Farooqi, et al. (2014) do research on "Examining the Relationship between Work-Life Balance, Job Stress, and Job Satisfaction Among University Teachers (A Case of the University of Gujarat)." The researcher gathered data from around 171 university lecturers in Gujarat. The data was analyzed using descriptive statistics, correlations, and regressions. Researchers found that increasing job stress led to decreased job satisfaction, and increasing work-life balance led to increased job satisfaction.

Yücel, et al. (2012) published an article titled "Examining the Relationships Between Job Satisfaction, Organizational Commitment, and Turnover Intention: An Empirical Study." The researcher collected data from 188 employees of a Turkish manufacturing company using a structured questionnaire that included questions about organizational commitment, job satisfaction, and turnover intention. The researcher then analyzed the data using various statistical tests, including structural equation modelling and regression analysis. The researcher stated that high levels of work satisfaction result in increased commitment and decreased desire to leave.

Asikgil & Aydogdu, et al. (2011) published an empirical study titled "An Empirical Study of the Relationship Between Job Satisfaction, Organizational Commitment, and Intention to Leave". To accomplish the research's objective, the researcher gathered data on work satisfaction, organisational commitment, and turnover intention from 100 and 82 employees of organisations in the manufacturing and service sectors, respectively. The researcher used statistical tests such as correlation and regression to determine that the greater the work satisfaction and organisational commitment, the lower the desire to leave.

Naser Hoboubi, Alireza Choobineh, Fatemeh Kamari Ghanavati, Sareh Keshavarzi, and Ali Akbar Hosseini, et. al. (2017) discovered that shift employees are somewhat inefficient in terms of production. This inefficiency is attributed to health concerns, a lack of interpersonal relationships, and sleep problems. Additionally, the research discovered that youthful employees were more motivated throughout their first time of employment than middle-aged workers. Job satisfaction is lowered as a result of repetitive tasks and many constraints in their jobs. Additionally, the study's findings indicate that supervision has an effect on staff productivity.

Mohammad Amiri, Monica Munjal Singh, Sherry Sabbarwal et. al. (2019), examined the consequence of work satisfaction on job satisfaction. The researchers examined numerous forms of stress in the study, including psychological symptoms, bodily symptoms, and behavioural symptoms. Additionally, it shed light on variables that lead to stress, such as workplace discrimination, job instability, an excessive work load, and longer work hours. Additionally, the research examined the elements that lead to employee work satisfaction. Good working conditions, opportunities for skill development, more responsibility, increased understanding among colleagues, recognition for superior achievement, and increased remuneration.

Pavithra Krishnaraj, et al. (2017), conducted a study on nurses, collecting 100 samples. The study's primary purpose is to elucidate the relationship of work stress and job happiness. It is well established that job overload and disagreement with supervisors lead to employee stress.

Dr G.S Gireesh Kumar & Anu Jossy Joy, et al. (2018). The researcher conducted the survey on 438 software industry personnel. According to his research, four types of workplace stress have an effect on workers' job performance: role uncertainty, income and benefits, fear of obsolescence, and work load.

According to Zoha A Merchant and Shailaja Shastri et al. (2013), the research was conducted on faculty members who work in engineering colleges. Independent t tests and one-way ANOVA were used to determine the link between the variables. The research examined three dependent variables: work satisfaction, stress, and coping mechanisms. Employees are content with their jobs, and there are no significant differences in terms of demographic features. However, one aspect has an effect on occupational stress, such as the employees' classification. Stress coping mechanisms also have an effect on occupational stress, which is particularly true for demographic variables.

According to Dr Anuj Sheopuri and Anita Sheopuri's et al. (2015) research, faculty members are dissatisfied, and there are variances in the amount of stress across faculty members. Stress is caused by a variety of factors, including an inadequate wage, a lack of available leave, changes in the work schedule, and a lack of suitable acknowledgment.

According to M Vasan's et al. (2018) research, occupational stress affects employee happiness. It is discovered that the following elements contribute to employee stress: the nature of the job, interpersonal relationships at work, and a lack of career growth opportunities.

According to Huynh Thi Thu Suong & To Anh Tho, et al. (2021), emotional intelligence and work happiness have a favourable effect on an employee's creativity. Work stress has no bearing on job happiness.

Dr Smritikana Mitra Ghosh, et al. (2015), conducted a research on private and public school teachers and found that both groups reported similar levels of work satisfaction. Further, gender does not affect work satisfaction.

Prathana Dodia and Neha Parashar, et al. (2020), conducted a research comparing day and night shift personnel. The researcher conducted his investigation using the occupational stress index, the General Health Questionnaire, and the Jos satisfaction scale. Those who work the night shift experience more occupational stress and psychological suffering than employees who work the day shift. Employees on the day shift had a higher level of satisfaction with Jos.

According to Shenbhagavadivu, et al. (2017), there is a favourable association between occupational stress and work satisfaction among employees. The researcher employed a sample size of ninety workers and an occupational stress scale and a job satisfaction scale as instruments in the investigation.

1.3 Research Methodology:

After going through from different articles, journals, research papers etc researcher found that no research is been conducted considering the said topic. In the present research researcher tried analyze different psychological parameters of jobs like Job Satisfaction, Job stress, and Turnover Intention of faculty members after covid pandemic specially in Bangalore city of India.

1.3.1 Nature of research and sampling techniques:

The study is descriptive in nature since there researcher is trying to describe the psychological situation of faculty members after covid pandemic in Bangalore city of India. Further in the research faculty members of from Bangalore city of India are been considered and the random sampling technique were used for the selection of sample study.

1.3.2 Data Collection:

The data collecting is done through primary as well as secondary methods. Here the structured questionnaire is been prepared and the data from 150 faculty members were collected during the study period. Researcher tried to measure the Job stress, Turnover intention and Job satisfaction among the faculty members after covid pandemic.

1.3.3 Measurement and Scale:

The present research's measurement and scales were derived from earlier studies and literatures; there are essentially three factors. The first is job stress, which is comprised of four things derived from (Beehr et al. 2001). The study's second variable is job satisfaction, which is comprised of five items drawn from (Fairbrother and Warm, 2003; Dua, 1994; Sullivan and Bhagat, 1992; Smith et al. 1992). The last variable, Turnover intention, is derived from Bluedorn (1982).

1.3.4 Techniques and tools for data analysis:

In order to study the data researcher used SPSS software. To justify the topic and objective of the research researcher had calculated statistical test like reliability test – Cronbach's Alpha, for testing the normality researcher calculated Kolmogorov-Smirnova test, the parametric test like regression analysis is been calculated.

1.3.5 Objectives of the research:

To scrutinize the Job stress among faculty members after Covid Pandemic.

To scrutinize the Job Satisfaction among faculty members after Covid Pandemic.

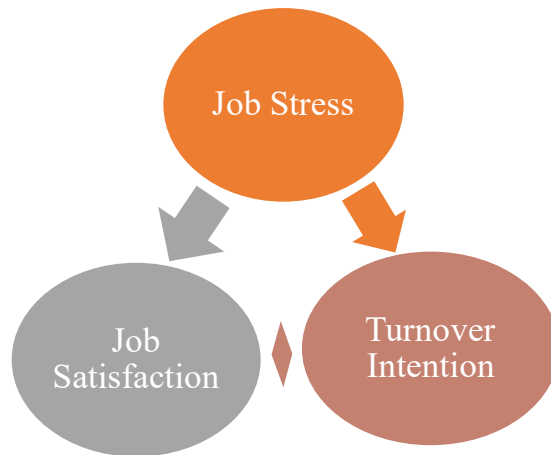
To scrutinize the Turnover Intention among faculty members after Covid Pandemic.

1.3.6 Hypothesis:

Ho: Job stress had no discernible effect on job satisfaction or turnover intention among faculty members during the Covid Pandemic.

Ha: Job stress has a substantial effect on job satisfaction and turnover intention among faculty members during the Covid Pandemic.

1.3.7 Variables:



1.4 Data Analysis Result and Explanation:

Table: 1.4.1 Demographic profile of the respondents

Demographic factor	Factors	Frequency	Percentage
Gender	Male	75	50
	Female	75	50
	Total	150	100
Age	Below 18	29	19
	18-29	34	23
	30-49	27	18
	50-59	28	19
	60 and above	32	21
	Total	150	100
Designation	Principal	27	18
	Professor	26	17
	Associate Professor	19	13
	Assistant Professor	29	19
	Lecturer	23	15
	Teacher	26	17
	Total	150	100
Domain	Commerce	40	27
	Management	40	27
	Science	35	23
	Arts	35	23
	Total	150	100

Interpretation:

The above table represents the demographic profile of the respondents. Here in this research researcher collected data from 150 faculty members from Bangalore city of India to analyze the job satisfaction, turnover intention and Job stress among them after covid pandemic. data is been collected from different faculty members of diverse age group, working at different domain and holding different designation the details of the same is given above.

Table: 1.4.2 Test the reliability of Cronbach's Alpha.

Statistics on Reliability	
Cronbach's Alpha	# Items
0.956	15

1.4.1 Interpretation:

Cronbach's alpha is used to calculate the inner consistency of gathered data. This indicates how closely linked a collection of items is. The alpha coefficient for the fifteen items is 0.956, indicating that there is a pretty high level of internal consistency.

Table: 1.4.2 Kolmogorov-Smirnova Statistical Test

Tests of Normality			
	Kolmogorov-Smirnova		
	Statistic	df	Sig.
How often have you experienced anxiety and stress on the job?	0.19	150	0.000
How often have you found that you cannot cope with all the things that you had to do?	0.22	150	0.000
How often have you been enraged by events beyond your control?	0.22	150	0.000
How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	0.21	150	0.000
My base wage is enough for my everyday working hours and task.	0.17	150	0.000
I am content with my prospects for wage rises.	0.17	150	0.000
My work is recognised.	0.17	150	0.000
It is feasible to advance quickly in my career.	0.17	150	0.000
I feel that people who do well on the job have a reasonable possibility of promotion.	0.16	150	0.000
I often consider quitting.	0.33	150	0.000
I'm rather certain that I'll be actively looking for work next year.	0.17	150	0.000
I'm likely to hunt for a new work during the next year.	0.16	150	0.000
I often consider shifting jobs.	0.19	150	0.000

1.4.2 Interpretation:

The above table represents the result of normality test, Kolmogorov test used the test the normality of the data, here it can be observed that p – Value calculated is 0.00 which is less than 0.05 percent of alpha level hence null hypothesis subjected to be rejected hence collected data appear to be normally distributed.

Table: 1.4.3 Regression Analysis: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F	Sig.
1	0.518	0.268	0.248	1.132	13.259	0.000
2	0.38	0.144	0.121	1.379	6.105	0.000
3	0.351	0.123	0.099	1.4	5.078	0.001

4	0.308	0.095	0.07	1.426	3.788	0.006
5	0.317	0.1	0.076	1.409	4.045	0.004
6	0.617	0.381	0.364	1.188	22.278	0.000
7	0.859	0.739	0.731	0.719	102.452	0.000
8	0.912	0.833	0.828	0.588	180.313	0.000
9	0.863	0.744	0.737	0.746	105.504	0.000

1.4.3 Interpretation:

The following table summarises the regression models; as can be seen, the R square for models 2nd, 3rd, 4th, and 5th is larger than 75, indicating that the regression models are fit and shows a strong connection between the Job Stress which is an independent variable and Job Satisfaction which is a dependent variable. While in the seventh, eighth, and ninth grades, the R square is between 0.50 and 0.57, indicating a moderate degree of correlation between the independent variable ie Job Stress and the dependent variable ie Turnover Intention. And in case of first and sixth variables, the R square is less than 0.31, indicating that the average correlation between the independent variable and the dependent variable is less than 0.31. which are Job Satisfaction and Turnover Intention respectively.

A P-value of 0.00 indicates that the null hypothesis cannot be accepted, which is less than 0.05 alpha. As a result, the null hypothesis will be accepted, indicating that stress is a significant predictor of job satisfaction and turnover intentions.

Table: 1.4.4 Regression Analysis: Coefficients

Model		t	Sig.
My base wage is enough for my everyday working hours and task.	(Constant)	19.165	0.000
	How often have you experienced anxiety and stress on the job?	1.034	0.303
	How often have you found that you cannot cope with all the things that you had to do?	-0.294	0.769
	How often have you been enraged by events beyond your control?	-0.143	0.886
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	-1.020	0.310
I am content with my prospects for wage rises.	(Constant)	11.942	0.000
	How often have you experienced anxiety and stress on the job?	4.206	0.000
	How often have you found that you cannot cope with all the things that you had to do?	0.180	0.858
	How often have you been enraged by events beyond your control?	-0.829	0.408
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	-0.679	0.498
The work I do is appreciated.	(Constant)	12.929	0.000

	How often have you experienced anxiety and stress on the job?	1.661	0.099
	How often have you found that you cannot cope with all the things that you had to do?	0.285	0.776
	How often have you been enraged by events beyond your control?	-0.955	0.341
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	1.879	0.062
It is feasible to advance quickly in my career.	(Constant)	12.322	0.000
	How often have you experienced anxiety and stress on the job?	2.495	0.014
	How often have you found that you cannot cope with all the things that you had to do?	0.428	0.669
	How often have you been enraged by events beyond your control?	-0.987	0.325
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	0.299	0.765
I feel that people who do well on the job have a reasonable possibility of promotion.	(Constant)	12.331	0.000
	How often have you experienced anxiety and stress on the job?	3.235	0.002
	How often have you found that you cannot cope with all the things that you had to do?	0.555	0.579
	How often have you been enraged by events beyond your control?	-1.052	0.295
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	-0.941	0.348
I often consider quitting.	(Constant)	1.300	0.196
	How often have you experienced anxiety and stress on the job?	-0.868	0.387
	How often have you found that you cannot cope with all the things that you had to do?	0.031	0.975
	How often have you been enraged by events beyond your control?	0.840	0.402

	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	-1.384	0.168
I'm rather certain that I'll be actively looking for work next year.	(Constant)	3.997	0.000
	How often have you experienced anxiety and stress on the job?	2.169	0.032
	How often have you found that you cannot cope with all the things that you had to do?	0.372	0.710
	How often have you been enraged by events beyond your control?	0.902	0.369
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	-3.132	0.002
I'm likely to hunt for a new work during the next year.	(Constant)	2.398	0.018
	How often have you experienced anxiety and stress on the job?	2.635	0.009
	How often have you found that you cannot cope with all the things that you had to do?	0.452	0.652
	How often have you been enraged by events beyond your control?	1.275	0.204
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	-4.135	0.000
I often consider shifting jobs.	(Constant)	3.084	0.002
	How often have you experienced anxiety and stress on the job?	2.085	0.039
	How often have you found that you cannot cope with all the things that you had to do?	0.358	0.721
	How often have you been enraged by events beyond your control?	0.908	0.365
	How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?	-2.834	0.005

1.4.4 Interpretation:

The above table summarizes the regression analysis. A lower p-value indicates that the null hypothesis will not be accepted. P value 0.05 indicates that the null hypothesis will not be accepted. In other words, an interpreter

with a lower p-value is more likely to be an expressive count for the regression model, since changes in the independent variable (predictor's value) are associated to changes in the dependent variable (response variable). As can be seen from the above, The P – Value for Job Stress (How often have you experienced anxiety and stress on the job? How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control? How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?) and Job Satisfaction (My base wage is enough for my everyday working hours and task.) are greater than 0.05, the Null hypothesis is accepted.

The P – Value of Job Stress (How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control? How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?) When Job Satisfaction (My base wage is enough for my everyday working hours and task.) are greater than 0.05, the null hypothesis is accepted. While the P-Values for Job Stress (How often have you experienced anxiety and stress on the job?) and Job Satisfaction (I am content with my prospects for wage rises.) are less than 0.05, this indicates that the null hypothesis will not be accepted.

The P-Value of Job Stress (How often have you experienced anxiety and stress on the job?, How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control? How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?) as well as Job Satisfaction (My work is recognized.) If greater than 0.05, the null hypothesis is accepted.

The P – Value for Job Stress (How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control? And How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?) & Job Satisfaction (It is feasible to advance quickly in my career.) If greater than 0.05, the null hypothesis is accepted. While the P – Value for Job Tension (How often have you experienced anxiety and stress on the job?) and Career Satisfaction (It is feasible to advance quickly in my career.) are less than 0.05, indicating that the null hypothesis will be rejected.

The P – Value for Job Stress (How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control? And How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?) & Job Satisfaction (I feel that people who do well on the job have a reasonable possibility of promotion.) If greater than 0.05, the null hypothesis is accepted. While the P – Value for Job Tension (How often have you experienced anxiety and stress on the job?) and Job Satisfaction (It is feasible to advance quickly in my career.) are less than 0.05, indicating that the null hypothesis will not be accepted.

The P – Value of Job Stress (How often have you experienced anxiety and stress on the job? How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control? How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?) Turnover intention (I often consider quitting.) is greater than 0.05, indicating endorsement of the null hypothesis.

The P-value for job stress (How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control?) and Turnover intention (I'm rather certain that I'll be actively looking for work next year.) are greater than 0.05, implying that the null hypothesis is accepted, while Job stress (How often have you experienced anxiety and stress on the job?, How often have you felt as though your troubles were escalating to the point that you were unable to overcome them?) is greater than 0.05. and Turnover intention (I'm rather certain that I'll be actively looking for work next year.) are less than 0.05, indicating that the null hypothesis will be rejected.

The P – Value for Job Stress (How often have you experienced anxiety and stress on the job? How often have you found that you cannot cope with all the things that you had to do?) and Turnover intention (I'm likely to hunt for a new work during the next year.) are less than 0.05, implying that the null hypothesis is accepted, whereas the P – value of Job stress (How often have you found that you cannot cope with all the things that you had to do?) is greater than 0.05, implying that the null hypothesis is rejected. (How often have you been enraged by events beyond your control?) and Turnover Intention is more than 0.05, indicating that the null hypothesis will not be accepted.

The P – value for work stress (How often have you experienced anxiety and stress on the job? How often have

you found that you cannot cope with all the things that you had to do?) and Turnover Intention (I often consider shifting jobs.) are less than 0.05, the null hypothesis is accepted, whereas the P – Value of Job Stress (How often have you found that you cannot cope with all the things that you had to do? How often have you been enraged by events beyond your control?) is greater than 0.05. and Turnover Intention (I often consider shifting jobs.) are more than 0.05, indicating that the null hypothesis will not be accepted.

1.5 Discussion:

The research study's primary purpose is to determine the influence of job stress on the workplace and to determine how job stress affects job satisfaction and turnover intention. The researcher explored three psychological factors in this study: Job Stress, Job Satisfaction, and Turnover Intention. The research and prior literature indicate the existence of a link between job stress, job satisfaction, and turnover intention. Cronbach Alpha indicated that the data were trustworthy, while the normality test indicated that the data were normally distributed. The researcher attempted to analyse the impact of job stress on Job Satisfaction and Turnover Intention among faculty members following the Covid Pandemic using regression statistics. The results indicated that certain aspects of job stress have an effect on Job Satisfaction and Turnover Intention among faculty members following the Covid Pandemic, while others have no effect. This suggests that following the Covid Pandemic, there will be a considerable shift in Job Satisfaction and Turnover Intention among faculty members as a result of changes in some of the job stress elements. When workers are satisfied with their jobs, they perform better on their tasks, have a greater desire to remain with the firm, and the converse is true during difficult periods.

References:

- Muhammad, Y. (2021). Impact Of Job Satisfaction On Employee Turnover Intention At Bank Al-Habib. *Journal Of Entrepreneurship, Management And Innovation*, 3(1), 1-26.
- Shaikh, M. R. (2020). Relationship Between Job Satisfaction And Turnover Intention: Evidence From Bangladesh. *Asian Business Consortium*, 10(2), 99-108.
- Tarigan, V., & Ariani, D. W. (2015). Empirical Study Relations Job Satisfaction, Organizational Commitment, And Turnover Intention. *Advances In Management & Applied Economics*, 5(2), 21-42.
- Arunika, M. M. A., & Kottawatta, H. (2015). The effect of work life balance on employee job satisfaction among non-executives in the public banking sector in colombo district. *Human Resource Management Journal*, 3(1), 60–71.
- Saeed, K., & Farooqi, A. Y. (2014). Examining The Relationship Between Work Life Balance, Job Stress And Job Satisfaction Among University Teachers. *International Journal Of Multidisciplinary Sciences And Engineering*, 5(6), 9-15.
- Yücel, İ. (2012). Examining The Relationships Among Job Satisfaction, Organizational Commitment, And Turnover Intention: An Empirical Study. *International Journal Of Business And Management*, 7(20), 44-58.
- Aydogdu, S., & Asikgil, B. (2011). An Empirical Study Of The Relationship Among Job Satisfaction, Organizational Commitment And Turnover Intention. *International Review Of Management And Marketing*, 1(3), 43-53.
- Dupré, K. E., & Day, A.L. (2007, summer), The Effect of Supportive Management and Job Quality on The Turnover Intentions and Health of Military Personnel. *Human Resource Management* 46 (2), 185-201.
- Firth, L., Mellor, D.J., Moore, K.A. and Loquet, C. (2004), "How can managers reduce employee intention to quit?" *Journal Managerial Psychology*, Vol. 19 Nos 1/2, pp. 170-87.
- Fairbrother, K., & Warn, J. (2003), Workplace Dimensions, Stress and Job Satisfaction, *Journal of Managerial Psychology*, 8(1), 8- 21.
- Yamane, T. (1973). *Introduction to Statistic* (3rd ed.). Longman.