

The Impact of Employee Job Stress on Job Satisfaction of Non-Executive Employees at MAS Holding

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Job stress is considered as a condition which arises when realizes the pressure on them or requirements of situations are wider than they can handle, and if these requirements are huge and continue for a long period of time. The study intended to identify the impact of job stress on job satisfaction of the studied sample. Satisfaction can be defined as the positive emotional reactions and attitude an individual has towards his job. A random sample of sixty non-executives are given a questionnaire to ascertain the impact of job stress on their job satisfaction. The Sample was selected from a garment manufacturing factory belonging to Mas Holdings (Casual Line). Job stress of these employees was measured on six dimensions such as heavy workload, role ambiguity, time pressure, shift work, supervisory style and social support. The job satisfaction was measured on five dimensions such as work itself, pay, promotion, supervision, co-workers, working condition. Questionnaire was analyzed using SPSS (Statistic Package for the Social Science) method. According to the correlation analysis, correlation coefficient between independent variable and dependent variable is - 0.396 ($p = 0.002$) and it was revealed that there is a negative relationship between employee job stress and satisfaction. According to the regression analysis, there is a 13.9% impact of job stress on job satisfaction and it indicates that there is a significant negative impact of employee job stress on job satisfaction.

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