

A STUDY OF JOB STRESS ON EMPLOYEE ATTRITION IN FORGING INDUSTRY WITH SPECIAL REFERENCE TO SUPER AUTO FORGE PRIVATE LIMITED

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

YUVALAKSHMI.R
Register No.40410205



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2022



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Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai – 600 119

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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **YUVALAKSHMI. R 40410205** who carried out the project entitled "**A study of job stress on employee attrition in forging industry with special reference to super auto forge private limited**" under my supervision from January 2022 to March 2022..

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Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I **YUVALAKSHMI.R (40410205)** hereby declare that the Project Report entitled “**A Study Of Job Stress on Employee Attrition in Forging Industry with special reference to Super Auto Forge Private Limited** ” done by me under the guidance of **DR.THAMILSELVAN.R M.Com.,M.B.A,M.Phil.,B.Ed.,Ph.D.,** Associate Professor, Department of Management Studies is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

YUVALAKSHMI. R

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean – School of Management Studies** and **Dr. A. Palani, Head – School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.THAMILSELVAN.R M.Com.,M.B.A,M.Phil.,B.Ed.,Ph.D.,** Associate Professor, Department of Management Studies for his valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

YUVALAKSHMI.R

CIN : U35920TN1974PTC006818
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SUPER AUTO FORGE PRIVATE LIMITED

Specialists in : COLD FORGED PRECISION COMPONENTS

04.01.2022

To,

SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY,
Rajiv Gandhi Salai,
Chennai - 600 119.

Sir,

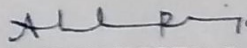
With reference to your letter dated 04.01.2022 we hereby accept to provide
"INTERNSHIP" for the following MBA (HR&Finance) students of your college for the
period from 04th January 2022 and 04th February 2022 at our KOLAPAKKAM PLANT.

S.No	Name	Registration No
1.	Ms.Yuvalakshmi	40410205

Please note that the transportation during project will be borne by the individual.

Yours faithfully,

For Super Auto Forge Pvt Ltd


ALAMELU PRIYA.R

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ABSTRACT

In this competitive era, organization is continuously looking new ways to develop their human capital. This lead to new challenge i.e., how organization can the retain their skilled human resource. This study is focused to find out the job stress on employee attrition. A random sample of 100 employees takes from forging industry. A statistical analysis is used for the data. Percentage and factor analysis were used in this study. The results reveals that respondents of various age groups interest to use digital banking and the hypothesis are tested in ANOVA and Chi-square test. Percentage and factor analysis were used in this study. The results reveals that respondents of various age groups interest to use digital banking and the hypothesis are tested in ANOVA and Chi-square test. Result reveals that employee turnover intentions are positively related with job stress and there is no negative influence in working environment. It's examining the **Study of Job Stress on Employee Attrition in Forging Industry**.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Individuals face job stress in their organization and daily lives due to globalization, Information Technology revolution and speed of life. The most important effects of these can be seen in the business world and they can manifest themselves as that organizations make in their structures, activities and technologies. Constantly changing organizations impose new roles and duties on their employees which have effect on their work life balance. A completely stress free life is impossible and stress becomes a characteristics of human existences. Employees are the essential factor of organization. Maintaining and retaining existing employees is the most challenging issue for any organization when employees at the managerial level leave an organization, it leads to serious problems in the organization. Job stress basically rises due to many factors like dissatisfaction with the company, insufficient salary, poor working environment, lack of motivation, poor relations with colleagues and boss, unhappiness of an employee and many other factors. The attrition level of employees indicates that something is wrong with the health and climate of an organization in term of wages, working conditions, and industrial relation and welfare facilities provided by the employer to the employees. Higher rate of attrition indicates employee unrest and lack of stability in the labour force which is not good for competitiveness, growth and development of an organization. When the organization change their structure, strategic policies or job roles and duties may be above or below of employee capability, lack of motivation, poor relations with colleagues and boss, insufficient salary, poor working environment at that rate job stress can arise among employees. Major consequences of the problem are job stress can affects the employees both physically and mentally, it also affects the organizations goals. Employees who work in Super auto forge are targeted people in this study.

1.2 INDUSTRY PROFILE

Forging is traditionally considered as the back bone of manufacturing industry. It is a major input to the sectors which support economic growth of the nation, such as, Automobile, Industrial Machinery, Power, Construction and Mining Equipment, Railways and General Engineering. The Indian Forging industry is concentrated around its end user customer locations. Therefore, the major forging clusters are found to be in the states of Maharashtra, Punjab, Tamil Nadu, Haryana, Jharkhand and Delhi. The forging industry of India provides direct employment to about 95,000 people. The small and very small units are mainly dependant on manual labour, however medium and large units are more mechanized. Quality standards in the industry have improved significantly and the sector is now well known globally for its high quality. Current share of auto sector is about 58% of total forging production while the rest is with the non-auto sector. Changes in Indian automobile industry directly impact Indian forging industry, because the forging components form the backbone of the Indian automobile industry. Since the automobile industry is the main customer for forgings the industry's continuous efforts in upgrading technologies and diversifying product range has enabled it to expand its base of customers to foreign markets. The Indian forgings industry has made rapid strides and currently, not only meets almost all the domestic demand, but has also emerged as a large exporter of forgings. The industry is increasingly addressing opportunities arising out of the growing trend among global automobile OEM's (Original Equipment Manufacturers) to outsource components from manufacturers in low-cost countries. As a result, the industry has been making significant contributions to countries growing exports. In order to reduce the impact of cyclicity and dependence on auto sector, the industry plans to diversify into non-automotive sectors.

1.3 COMPANY PROFILE

Super Auto Forge Private Limited (SAF) was started in the year 1975, over the past 4 decades it is growing steadily and it is one of the successful component manufacturers in India. SAF is the largest manufacturer of cold & warm forged components in India. In the CV joints components & Aluminum Barking components sector SAF is one among the top 3 Global players. SAF is a single source supplier to most of the globally competing Tier-1 suppliers in the part for family portfolio. SAF has employed approximately 1250 employees across all locations and has excellent industrial relationship with its employees for over 40 years. SAF Management is involved in lot of CSR activities to promote education, health and the general society welfare schemes of its neighborhood. Its vision is to become a globally acknowledged manufacturer of cold and warm forged parts. In order to meet this vision, SAF has been constantly improving and innovative not only the products but also the processes. With regard to manufacturing processes, SAF has implemented lot of lean initiatives. SAF has been constantly bench-marking the various manufacturing systems with the other global manufacturers and upgrading the processes. SAF has made long term plans to carry out a lot of forwarding integration of critical finishing operations to become the “Best in Cash Supplier”.

1.4 NEED OF THE STUDY

The Indian Forging industry has always been a major growth driver of the Indian manufacturing sector and is one of the important industries for the success of automobile, power sector and general engineering in the country. Employees are backbone of the organizations. Employees do their job only the organizations achieve their goals. If the employees are unstable in their job mostly affects the organizations most. Maintaining and retaining existing employees is the most challenging issues of organizations. Employees at managerial level an organization it leads to serious problem in the organization. When the organization change their structures, policies, give more responsibilities to employees with inadequate salaries, give roles above or below of employees capability may raise job stress. At the time employees doesn't know to handle the stress so it takes to attrition on job. If the employees leave the

organizations it affects widely the organizations. The need of the study is impact of job stress on employee attrition in forging industry.

1.5 STATEMENT OF THE PROBLEM

Forging industry plays an important role in India. The organization success depends on stable and competitive workforce Government reports that employee attrition is one of the major problems faced by the forging industry. In present days, job stress is increasing day by day which causes employee attrition at workplace. When the organization change their structures, strategies policies or job roles and duties may be above or below of employee capability at that rate of job stress can arise among employees because of that, some of the employee gets distracted in their job. It hampers the flow of production quality of product, spoils image and development and growth of an organization. When an employee leaves an organization it is a huge loss for an organization because the costs involved in these activities are also cost. This study analyzes the impact of job stress on employee in forging industry.

1.6 OBJECTIVES OF THE STUDY

1.6.1 PRIMARY OBJECTIVE

1. A Study of Job Stress on Employee Attrition

1.6.2 SECONDARY OBJECTIVES

1. To study the reasons of job stress
2. To examine Work Overload, Working Environment and Turnover Intention
3. To analysis the employee work experience and they attrition level switch to other business or sector.

1.7 SCOPE OF THE STUDY

Employment scenario is constantly changing day by day. This study find a way to employee handle job stress in smoother way and less employee retention in organization. Now a days it has become very important for an industry to come out from it's old traditional shell and get a vast picture of the changing to identify the problems. The study aims at identifying key issues in the area of attrition problem at the managerial level in the forging industry

1.8 LIMITATIONS OF THE STUDY

- The study of research is recommended to examine the
- Data collection has been collected in super auto forge
- This study is purely based on the data collection through may be inadequate to measure job stress on employee.
- The sample size is 110.
- The suggestion are based on finding of this study

1.9 CHAPTER FRAMEWORK

CHAPTER 1: INTRODUCTION

This chapter consists of a study of job stress on employee attrition in Forging Industry, Introduction, Industry Profile, Company Profile, Need of the Study, Statement of the Problem, Objectives of the Study, Scope of the Study, Limitations of the Study and Chapter framework.

CHAPTER 2 : REVIEW OF LITERATURE

This chapter consists of research paper of authors who had been conducted the research study of job stress on employee attrition in forging industry.

CHAPTER 3: RESEARCH METHODOLOGY

This chapter consists of Methodology, Research Design, Sources of Data, Questionnaire Development, Sample Size, Statistical Tools Used, Period of Study, Profile Area of the Study and Hypothesis

CHAPTER 4: DATA ANALYSIS

This chapter consists of analysis which is collected through questionnaire and Chi-Square, ANOVA test and Correlation used as tools to analyses the study.

CHAPTER 5: FINDINGS, SUGGESTIONS&RECOMMDATIONS AND CONCLUSION

This chapter consists of Findings, Suggestions&Recommdations and Conclusion of the study.

CHAPTER 2

REVIEW OF LITERATURE

INTRODUCTION

In this chapter, the researcher has made an attempt to study and understand the concepts of job stress on employee attrition. This attempt includes, understanding the basic concepts of job stress on employee attrition, analyzing research studies made by earlier researchers in respect of job stress on employee attrition, for this research has used various research journals and websites.

2.1 REVIEW OF LITERATURE

Banerjee (2019) stated that the biggest challenge in current work scenario is how to engage people on the job as long as possible by carving a proper career path for them and shaping their future prospects in job. Based on actual facts and findings, retaining the best employees make sure client satisfaction, increase in product sales, peer satisfaction and effective succession planning. An entrenched and organizational knowledge and learning which means, imparting proper training time and investment on regaining lost knowledge of employees, helps gaining back job security and a costly employee is won back. Thus, failing to which leads to a loss of important employees a range of approx suggests that losing a middle manager in most organizations costs up to five times his salary.

Kaur and Padmanabhan (2019) analyzed the work related causes for employee dissatisfaction at work place that results to attrition. Employee attrition means not only losing employee, it also loss a customer from organization. The impact of employee attrition proves negative sign in terms of less productivity and employee morale. The outcome of this research can be utilized for redesigning the HR policies and practices and take corrective actions to reduce the attrition rate.

Yahaya (2019) determined the impact of occupational stress on absenteeism, intention to leave and job satisfaction among personnel working in Malaysia in company's commission. Data collected from 100 employees analyze with the help of Pearson's correlation and regression analysis. The outcome shows that absenteeism and intention to leave are not directly influenced by occupational stress but job satisfaction is directly influenced and job satisfaction has negative impact on both, intention to leave

and absenteeism. This determines that personnel who are highly satisfied with job are less intended to leave and have low tendency towards absenteeism. The study also suggested the better salaries, providing good facilities; rewards and benefits as well as recognition to personnel are various ways to increase their satisfaction level. Organizational management can reduce employees stress by providing proper support system, training and good communication at the workplace.

Oznur and Neslin (2018) tested the stress and organizational commitment in workforce with the assistance of analysis. The outcomes of twenty two researchers from different sectors are investigated and affect of stress on organizational commitment is measured. The analysis determined the organization commitment is weakly but positively impacted by stress. It recommended that affect o f stress on organizational commitment differ (+ve or –ve) as per area that workforce works in.

Dobhal and Nigam (2018) examine the impact of HR practices on the employee attrition in defense PSVs in India. Basically hiring practices are the two major aspects of the HR practices that have been researched in this paper. The Indian Government has recently allowed private sector participation in the defense industry. The research concerned on the relationship between designation level and the hiring practices as well as performance appraisal and training practices and also investigated the correlations among hiring practices, performance appraisal and training practices, performance appraisal and training practices, satisfaction level of the executives and reasons of attrition.

Kaneth and Gibba (2018) investigate the factors that influence employee's attrition in public and private sector institution in the Gambia from year 2007 to 2017. The safety revealed eight main reasons for attrition in the public and private institutions in The Gambia from 2007 to2017. Among these, the most important are the lack of career growth and advancement and inadequate remuneration packages. These were identified as major factors influencing employee's attrition in private and public institutions in The Gambia

Bhargav and Mehra (2018) reviewed the relevant published literatures to identify the influencing factor of employee attrition, suggest some feasible retention strategies which can be applied by the leaders to reduce the attrition rate in BPO. The associative costs with high employee attrition rate are also described which imbalance the economy of the organization. Hence, if explained retention strategies are applied, then there is a possibility that employee attrition rate as well as associated costs in BPO will reduce. To retain the existing and skilled employee is less expensive than to recruit and train the new ones.

Ramamurthi, Kavita (2016) examined to identify the factors of job stress and employee attrition and to assess the factors of job stress. This study investigates the relationship of job stressors factors with employee's intention to leave work and the mediating role played by job engagement and job dispositional factors.

Sarath.P and Manikandan. K (2016) tested that organizational culture and work stress among bank employees. To find out the main and interaction effect of organizational culture, types of bank and education on work stress of bank employees. The result revealed that the interactions among organizational culture, types of bank and education does not shows any significant influences on over overall work stress and its dimensions demand, control and role except support.

Sandhar, Simranjeet and Verma (2015) examined the relationship between job stress and turnover intention in IT sector. To study the factors affecting the job satisfaction of employees in IT companies and to study the relationship among employee attrition and job stress. The study found a significant negative relationship between job satisfaction and turnover intentions suggesting there by that higher the job satisfaction lower is the individual's intention to quittle job. This shows that job satisfaction or dissatisfaction plays a significant role influencing the turnover intentions of employees.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHODOLOGY

CONVENIENCE SAMPLING METHOD

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.2 RESEARCH DESIGN

DESCRIPTIVE RESEARCH DESIGN

Describing research is all about describing a people who took part in this study.

3.3 SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

- **PRIMARY DATA**

The primary data has been collected through questionnaire

- **SECONDARY DATA**

Secondary data has been collected from Website and online journals, published reports and review of literature from published articles.

3.4 QUESTIONNAIRE DEVELOPMENT

Research topic and reasons of research place in introduction. Questionnaire was divided into two sections. Totally 31 questions are taken for this research. First part was designed to know the respondents general information and the second part contained the respondent's opinions about self services technologies.

3.5 SAMPLE SIZE

Sample size of this study is 110.

3.6 SATISTICAL TOOLS USED

- Chi-Square
- ANOVA
- Correlation

3.7 PERIOD OF STUDY

The duration of study is from January 2022 to March 2022. which is a 3 months of study.

3.8 PROFILE AREA OF THE STUDY

Area of this study is **SUPER AUTO FORGE PRIVATE LIMITED IN KOLAPAKKAM.**

3.9 STATISTICAL HYPOTHESIS

Null Hypothesis (H0): There is no significant relationship between job stress and turnover intention

Alternative Hypothesis (H1): There is significant relationship between job stress and turnover intention

Null Hypothesis (H0): There is no negative influence in working environment

Alternative Hypothesis (H1): There is a negative influence in working environment

Null Hypothesis (H0): There is no significant difference between working experience and employees likely to switch other business or sector.

Alternative Hypothesis (H1): There is significant difference between working experience and employees likely to switch other business or sector.

CHAPTER 4

DATA ANALYSIS AND INTERPERTATION

4.1 PERCENTAGE ANALYSIS

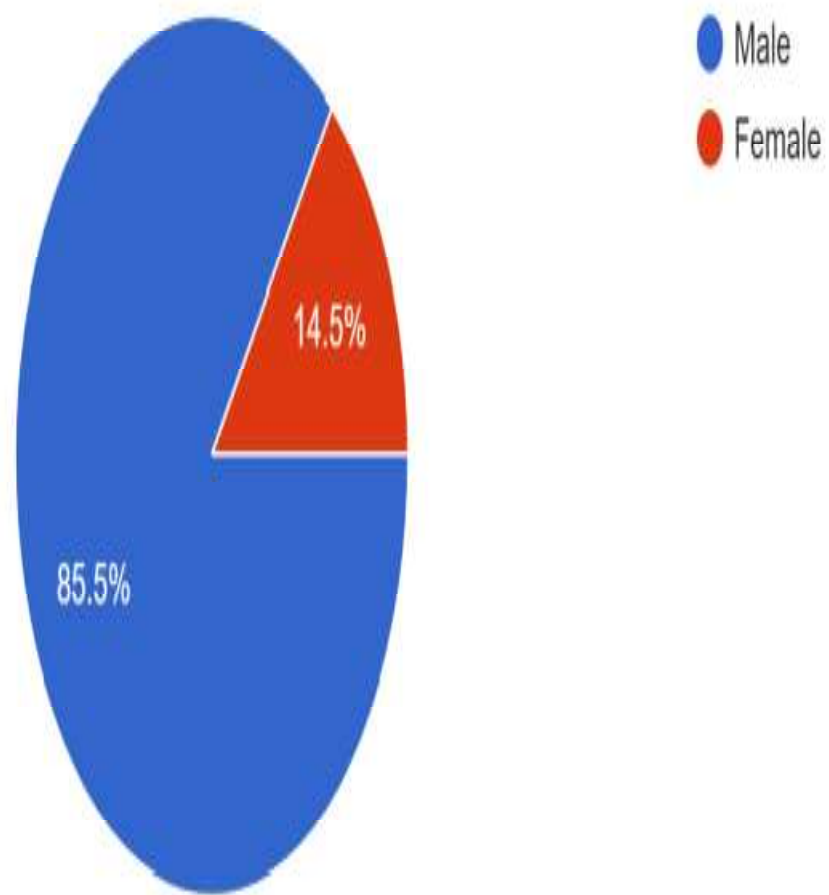
TABLE 4.1.1: GENDER WISE CLASSIFICATION OF RESPONDENTS

S.NO	GENDER	NO. OF RESPONDENTS	PERCENTAGE
1	Male	94	85.5
2	Female	16	14.5
3	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table it is interpreted that the number of respondents are 85.5% of male, 14.5% of female. Majority (85.5%) of the respondents are Male.



4.1.1 CHART: GENDER WISE CLASSIFICATION OF RESPONDENTS

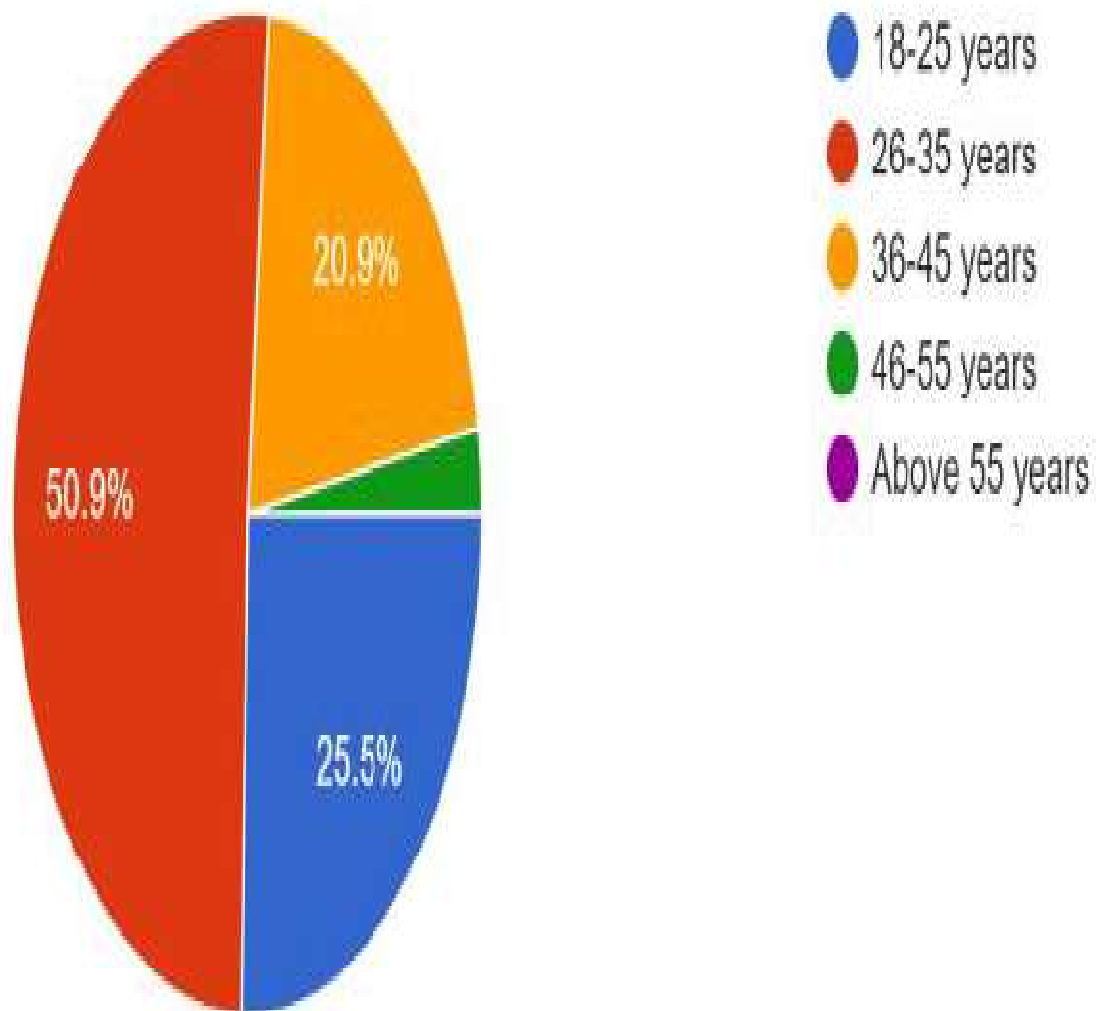
4.1.2 TABLE: AGE WISE CLASSIFICATION OF RESPONDENTS

S.NO	AGE	NO. OF RESPONDENTS	PERCENTAGE
1	18-25 years	28	25.5
2	26-35 years	56	50.9
3	36-45 years	23	20.9
4	46-55 years	3	2.7
5	Above 55 years	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table it is interpreted that the number of respondents, 18-25 years age of respondents are 25.5%, 26-35 years age of respondents are 50.9%, 36-45 years age of respondents are 20.9%, 46-55 years age of respondents are 2.7% and above 55 years age of respondents are 0%.Majority (50.9%) of the respondent's of age between 26 to 35 years.



4.1.2 CHART: AGE WISE CLASSIFICATION OF RESPONDENTS

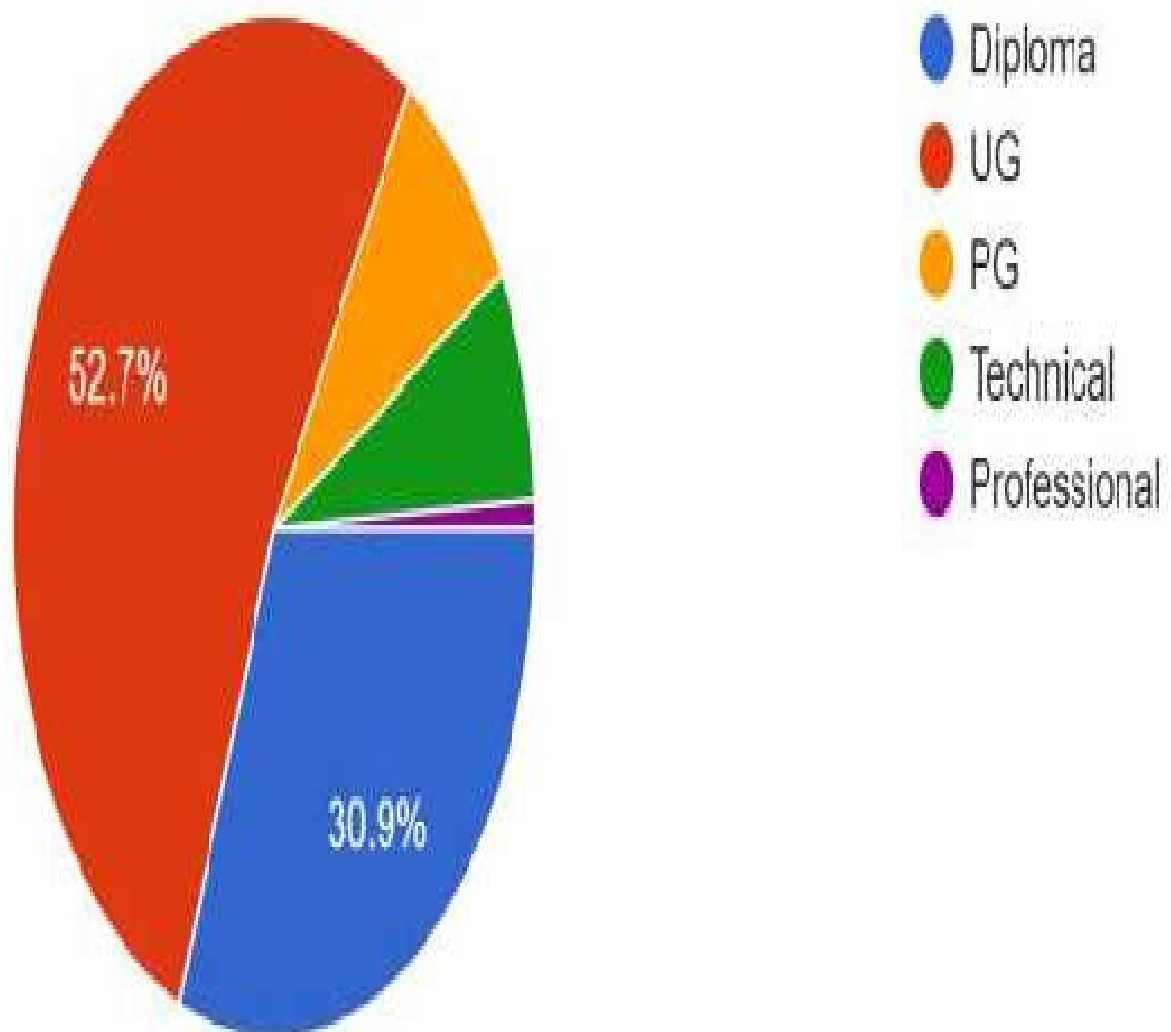
4.1.3 TABLE: EDUCATIONAL QUALIFICATION WISE CLASSIFICATION OF RESPONDENTS

S. NO	EDUCATION QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
1	Diploma	34	30.9
2	UG	58	52.7
3	PG	9	8.2
4	Technical	8	7.3
5	Professional	1	1
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that the number of respondents of Educational qualification are 30.9% of Diploma, 52.7% of UG, 8.2% of PG, 7.3% of Technical and 1% of Professional. Majority (52.7%) are UG Education qualification respondents.



4.1.3 CHART: EDUCATIONAL QUALIFICATION WISE CLASSIFICATION OF RESPONDENTS

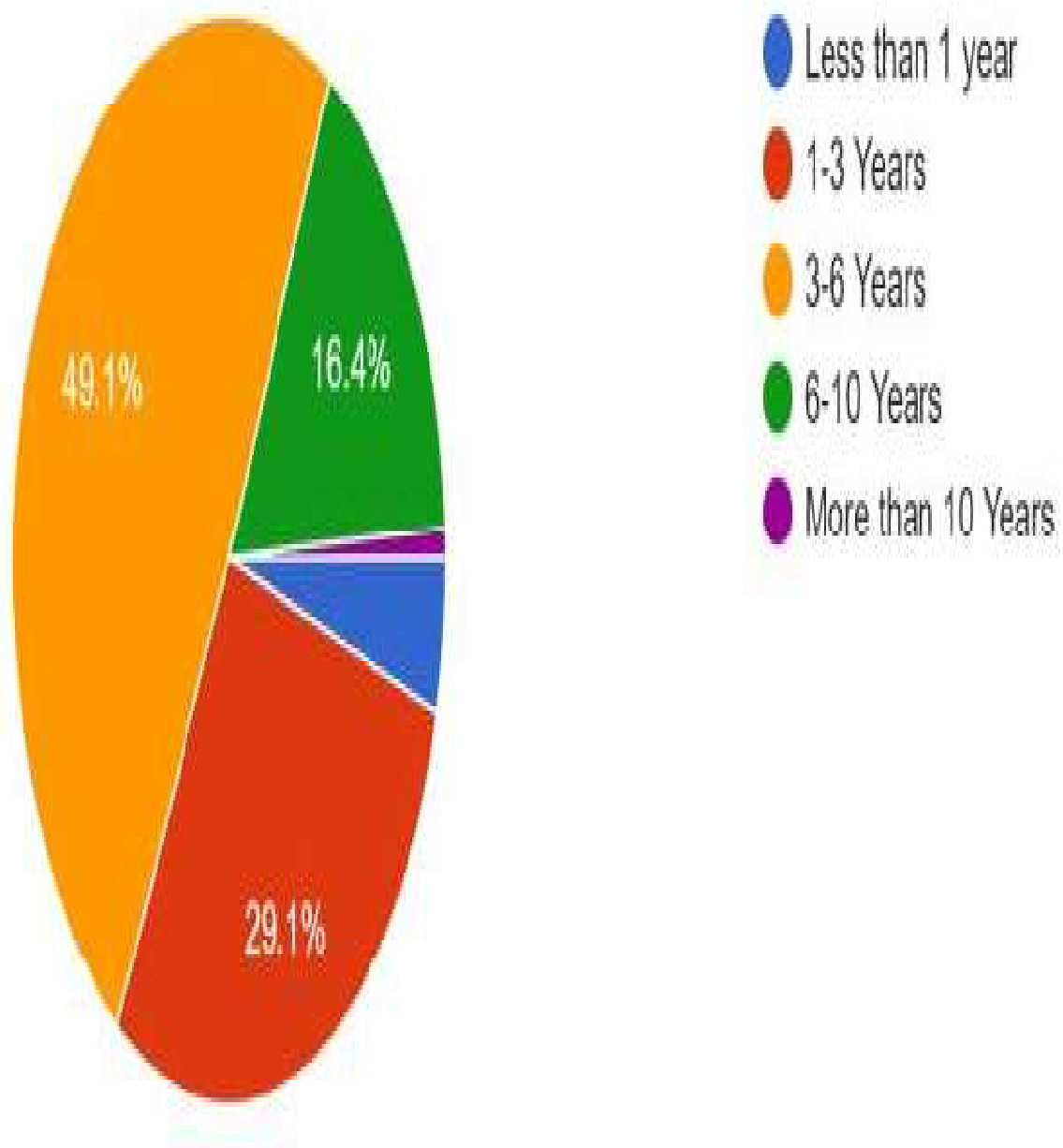
4.1.4 TABLE: WORKING EXPERIENCE WISE RESPONDENTS

S.NO	WORKING EXPERIENCE	NO. OF RESPONDENTS	PERCENTAGE
1	Less than 1 years	5	4.5
2	1-3 years	32	29.1
3	3-6 years	54	49.1
4	6-10 years	18	16.4
5	More than 10 years	1	0.9
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that the number of respondents of working experience is 4.5% of less than 1 year, 29.1% of 1-3 years, 49.1% of 3-6 years, 16.4% of 6-10 years and 0.9% of more than 10 years. Majority (49.1%) of respondents are 3-6 years working experience.



4.1.4 CHART: WORKING EXPERIENCE WISE RESPONDENTS

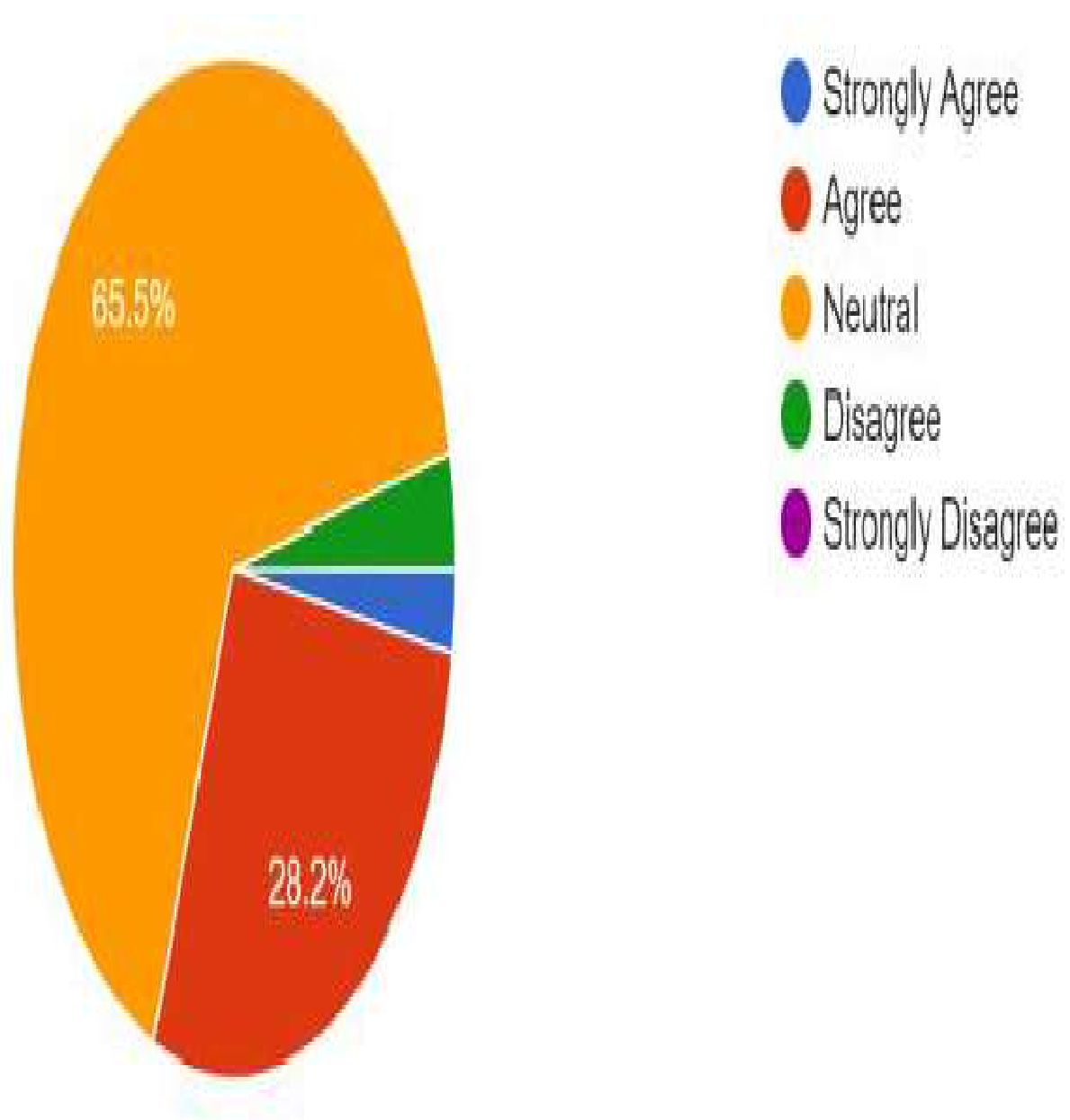
4.1.5 TABLE: JOB STRESS1) I OFTEN FEEL STRESS AT WORK

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	3	2.7
2	Agree	31	28.2
3	Neither Agree nor Disagree	72	65.5
4	Disagree	4	3.6
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 2.7% of the respondents are strongly agree, 28.2% of the respondents are agree, 65.5% of the respondents are neither agree nor disagree, 3.6% of the respondent are disagree and 0% of the respondents are strongly disagree that often feel stress at work. Majority (65.5%) of the respondents are neither agree nor disagree that often feel stress at work.



4.1.5 CHART: JOB STRESS 1) I OFTEN FEEL STRESS AT WORK

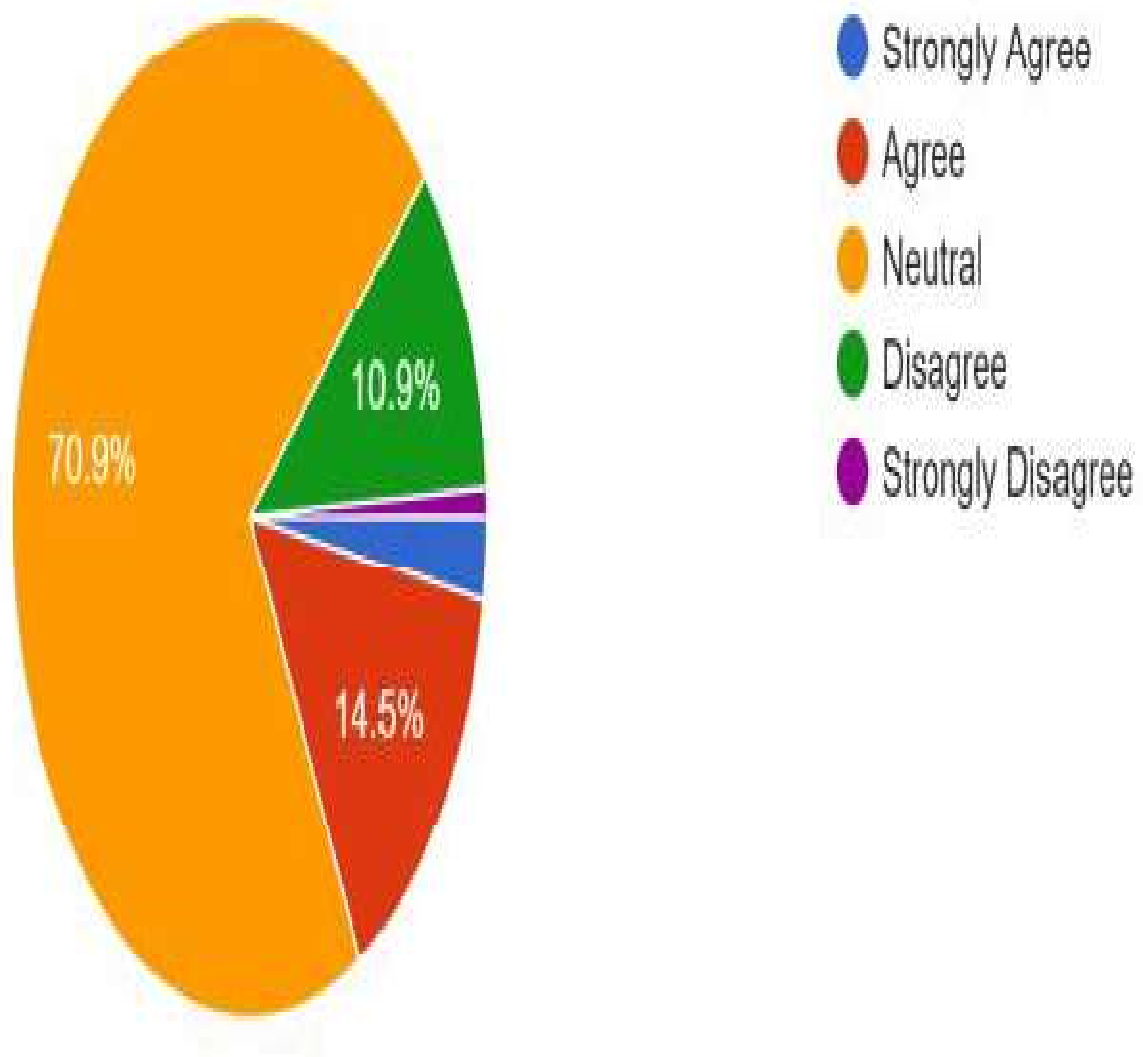
4.1.6 TABLE: 2) THE JOB DIFFICULTY USUALLY BRINGS ME SLEEPLESSNESS

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	3	2.7
2	Agree	16	14..5
3	Neither Agree nor Disagree	78	70.9
4	Disagree	12	10.9
5	Strongly Disagree	1	0.9
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 2.7% of the respondents are strongly agree, 14.5% of the respondents are agree, 70.9% of the respondents are neither agree nor disagree, 10.9% of the respondents are disagree and 0.9% of the respondents are strongly disagree that the job difficulty usually brings me sleeplessness. Majority (70.9%) of the respondents are neither agree nor disagree that the job difficulty usually brings me sleeplessness.



4.1.6 CHART: 2) THE JOB DIFFICULTY USUALLY BRINGS ME SLEEPLESSNESS

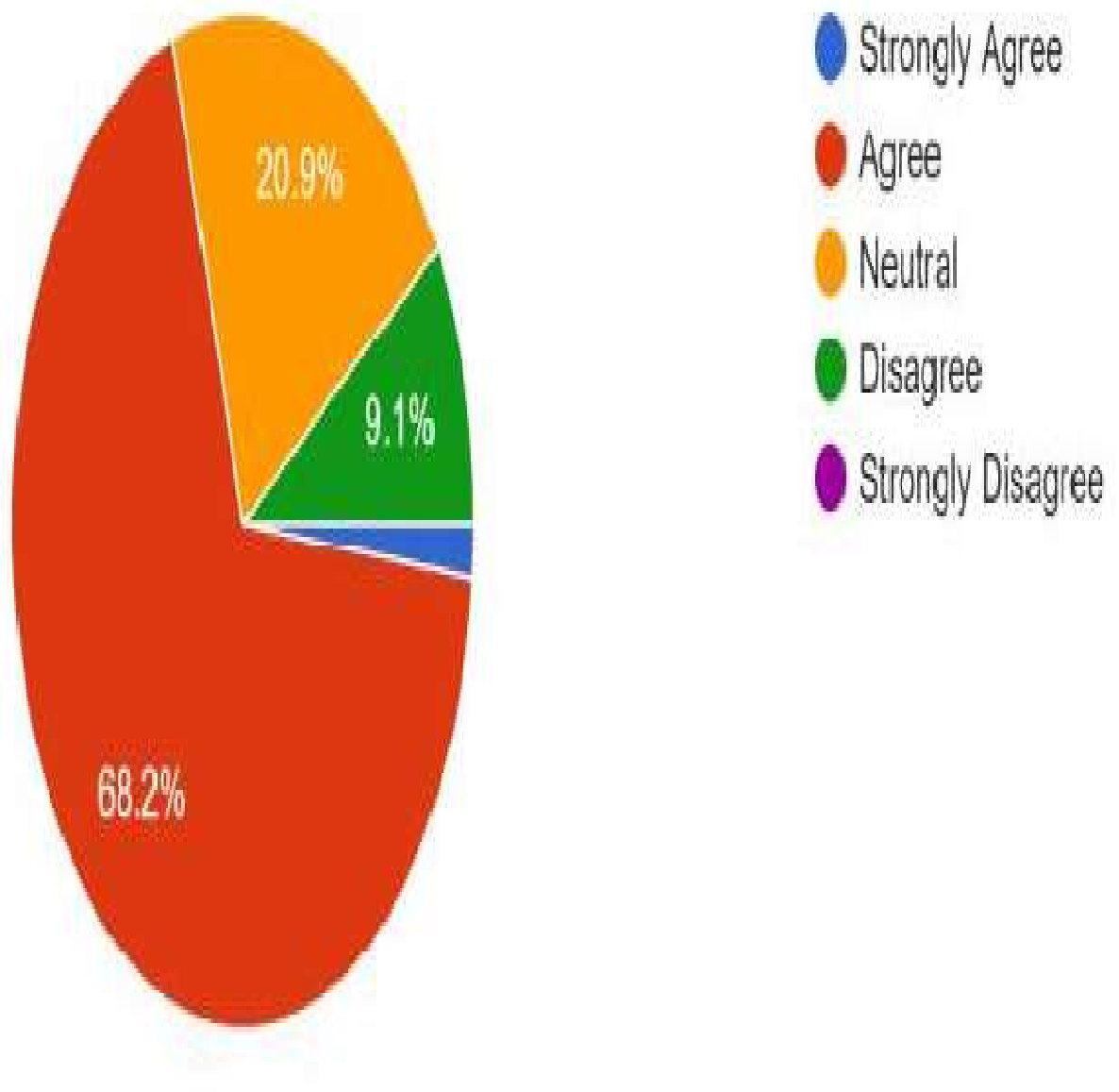
4.1.7 TABLE: 3) MY JOB MAKES ME NERVOUS

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	2	1.8
2	Agree	75	68.2
3	Neither Agree nor Disagree	23	20.9
4	Disagree	10	9.1
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTREPRETATION

From the above table interpreted that 1.8% of the respondents are strongly agree, 68.2% of the respondents are agree, 20.9% of the respondents are neither agree nor disagree, 9.1% of the respondents disagree and 0% of the respondents are strongly disagree that job makes them nervous Majority (68.2%) of the respondents are agree that their job makes them nervous.



4.1.7 CHART: 3) MY JOB MAKES ME NERVOUS

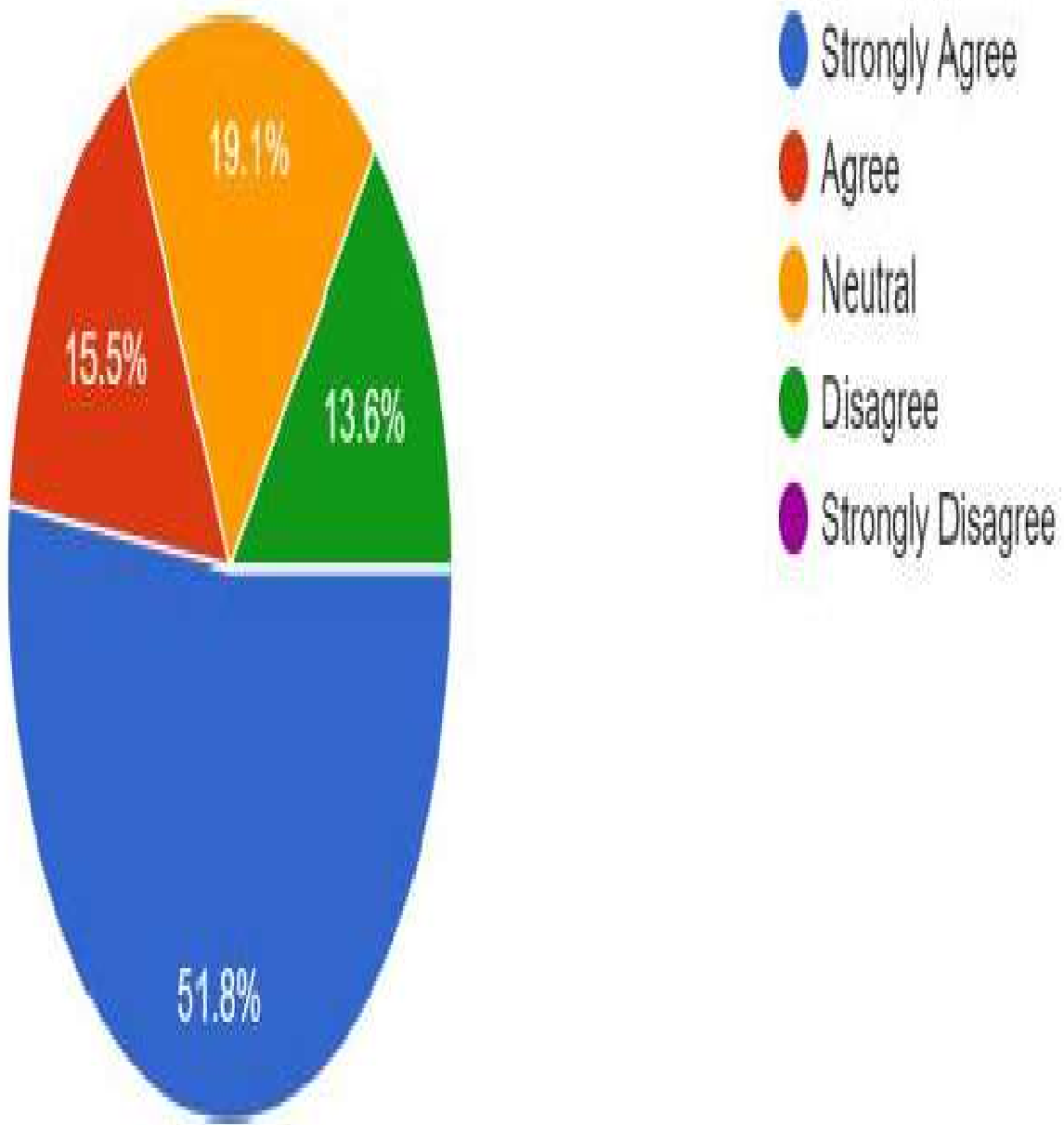
4.1.8 TABLE: 4) I FEEL EXHAUSTED AFTER DAILY WORK

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	57	51.8
2	Agree	17	15.5
3	Neither Agree nor Disagree	21	19.1
4	Disagree	15	13.6
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 51.8% of the respondents are strongly agree, 15.5% of the respondents are agree, 19.1% of the respondents are neither agree nor disagree, 13.6% of the respondents are disagree and 0% of the respondents are strongly disagree. Majority (51.8%) of the respondents are strongly agree that they feel exhausted after daily work.



4.1.8 CHART: 4) I FEEL EXHAUSTED AFTER DAILY WORK

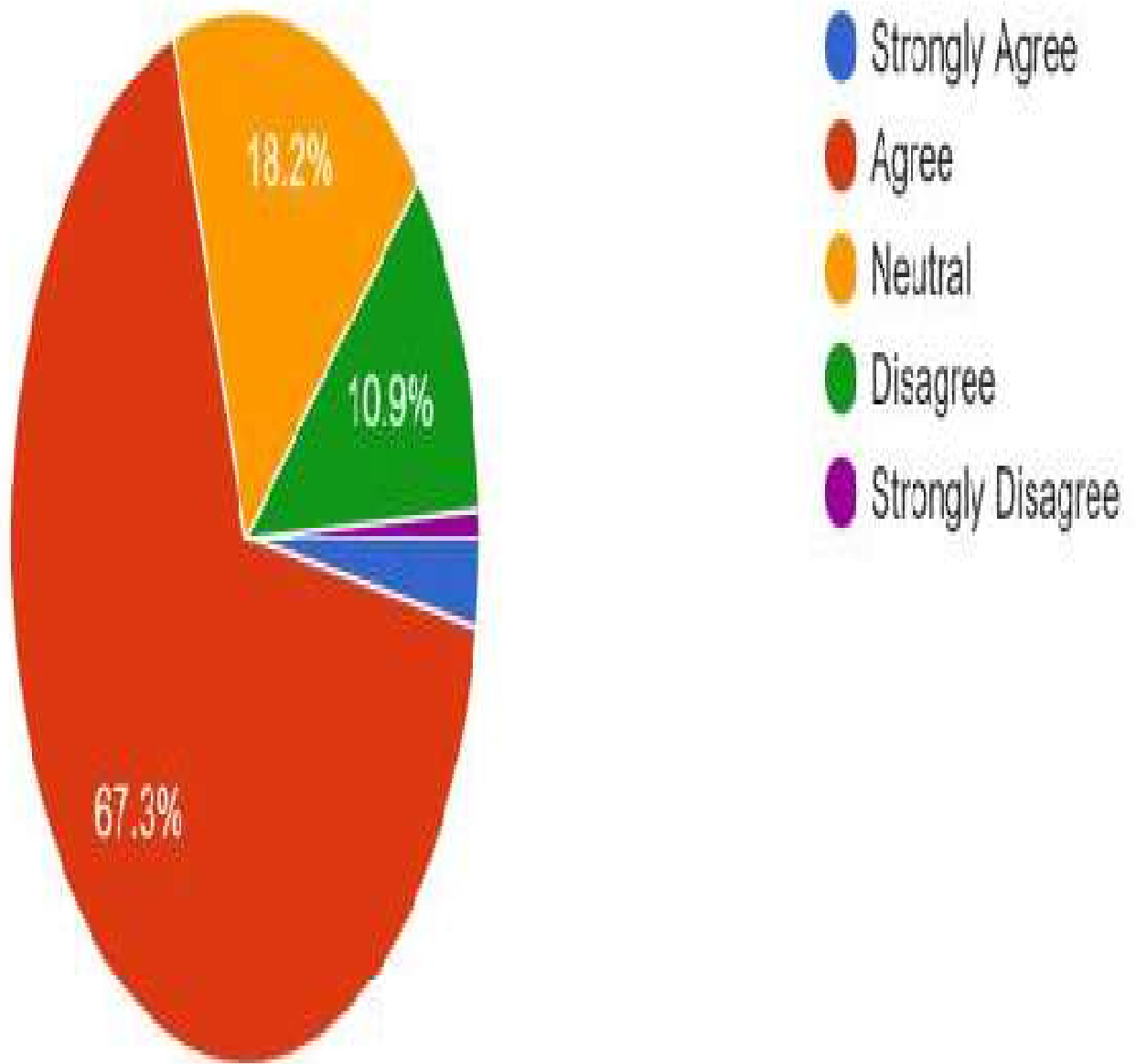
4.1.9 TABLE: 5) IT'S HELPFUL FOR MY HEALTH IF I CHANGE MY JOB

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	3	2.7
2	Agree	74	67.3
3	Neither Agree nor Disagree	20	18.2
4	Disagree	12	10.9
5	Strongly Disagree	1	0.9
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 2.7% of the respondents are strongly agree, 67.3% of the respondents are agree, 18.2% of the respondents are neither agree nor disagree, 10.9% of the respondents are disagree and 0.9% of the respondents are strongly disagree that it's helpful for their health if they change their job. Majority (67.3%) of the respondents are agree that it's helpful for their health if they change their job.



4.1.9 CHART: 5) IT'S HELPFUL FOR MY HEALTH IF I CHANGE MY JOB

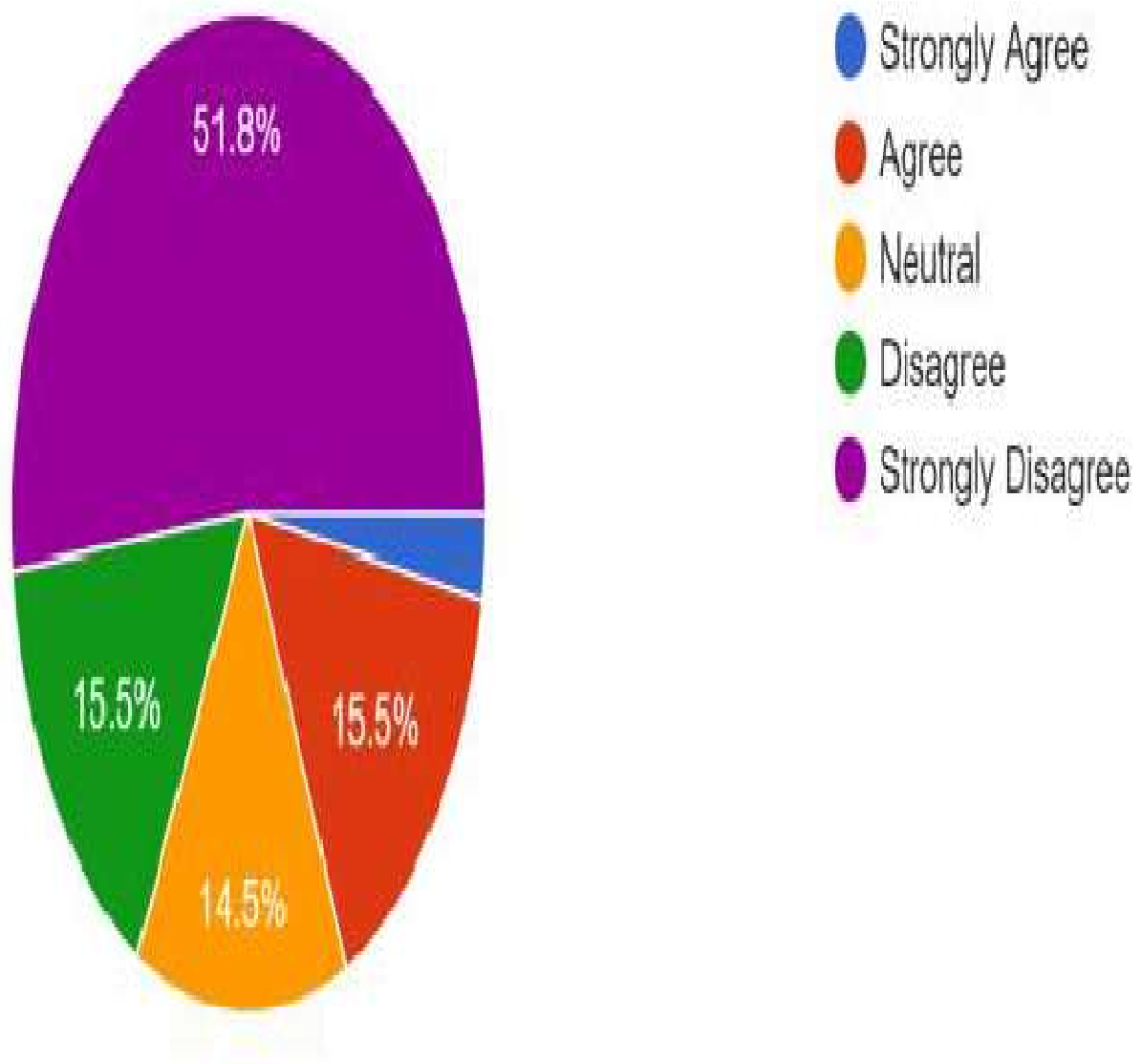
4.1.10 TABLE: 6) I FEEL WEAK AND DISPIRITED AT WORK

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	3	2.7
2	Agree	17	15.5
3	Neither Agree nor Disagree	16	14.5
4	Disagree	17	15.5
5	Strongly Disagree	57	51.8
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 2.7% of the respondents are agree, 15.5% of the respondents are agree, 14.5% of the respondents are neither agree nor disagree, 15.5% of the respondents are disagree, 51.8% of the respondents are strongly disagree that they feel weak and dispirited at work. Majority (51.8%) of the respondents are strongly disagree that they feel weak and dispirited at work.



4.1.10 CHART: 6) I FEEL WEAK AND DISPIRITED AT WORK

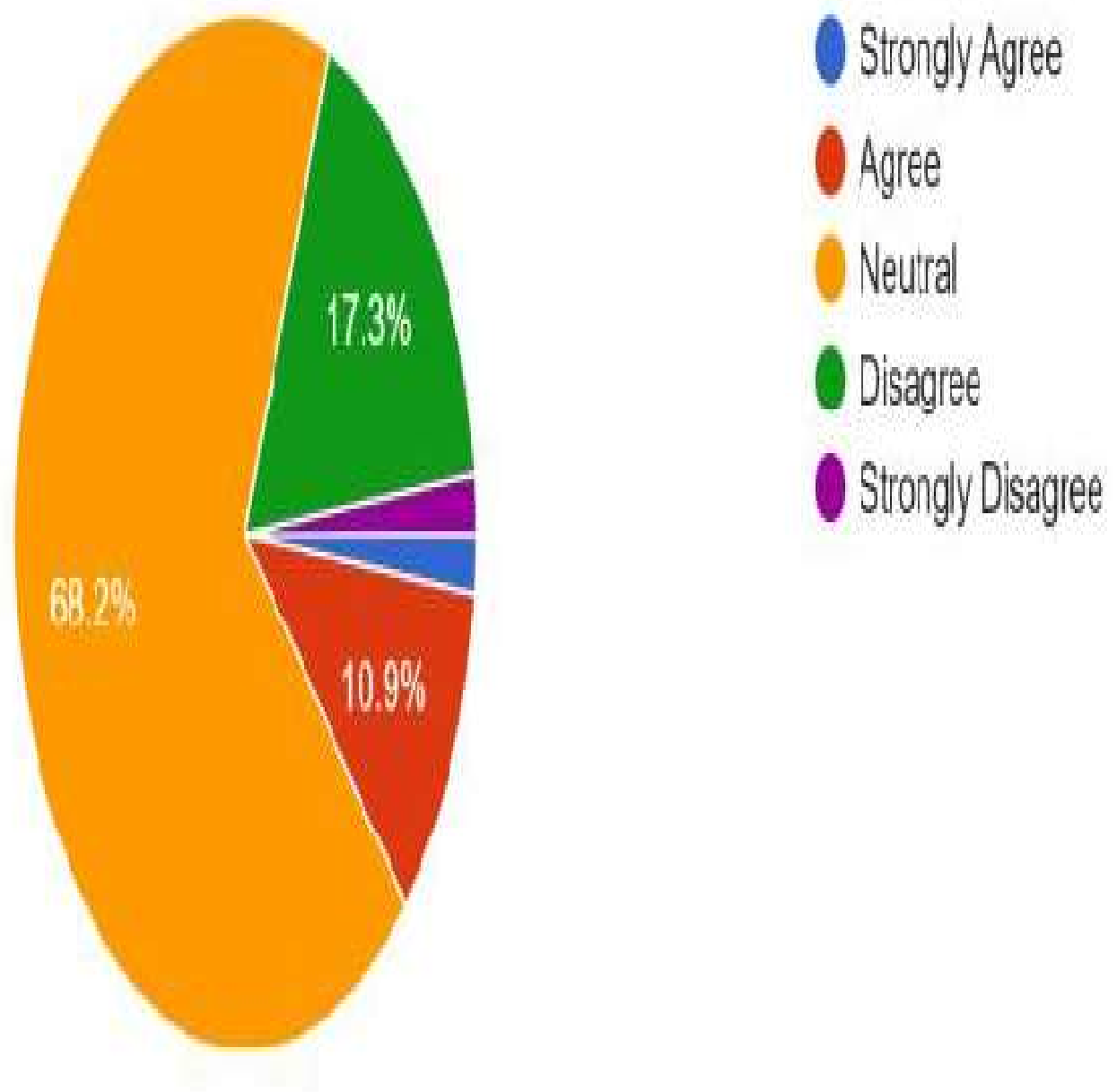
4.1.11 TABLE: 7) I FEEL MORE HOT-TEMPERED AT WORK

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	2	1.8
2	Agree	12	10.9
3	Neither Agree nor Disagree	75	68.2
4	Disagree	19	17.3
5	Strongly Disagree	2	1.8
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 1.8% of the respondents are strongly agree, 10.9% of the respondents are agree, 68.2% of the respondents are neither agree nor disagree, 17.3% of the respondents are disagree and 1.8% of the respondents are strongly disagree that they feel more hot tempered at work. Majority (68.2%) of the respondents are neither agree nor disagree that they feel more hot tempered at work.



4.1.11 CHART: 7) I FEEL MORE HOT-TEMPERED AT WORK

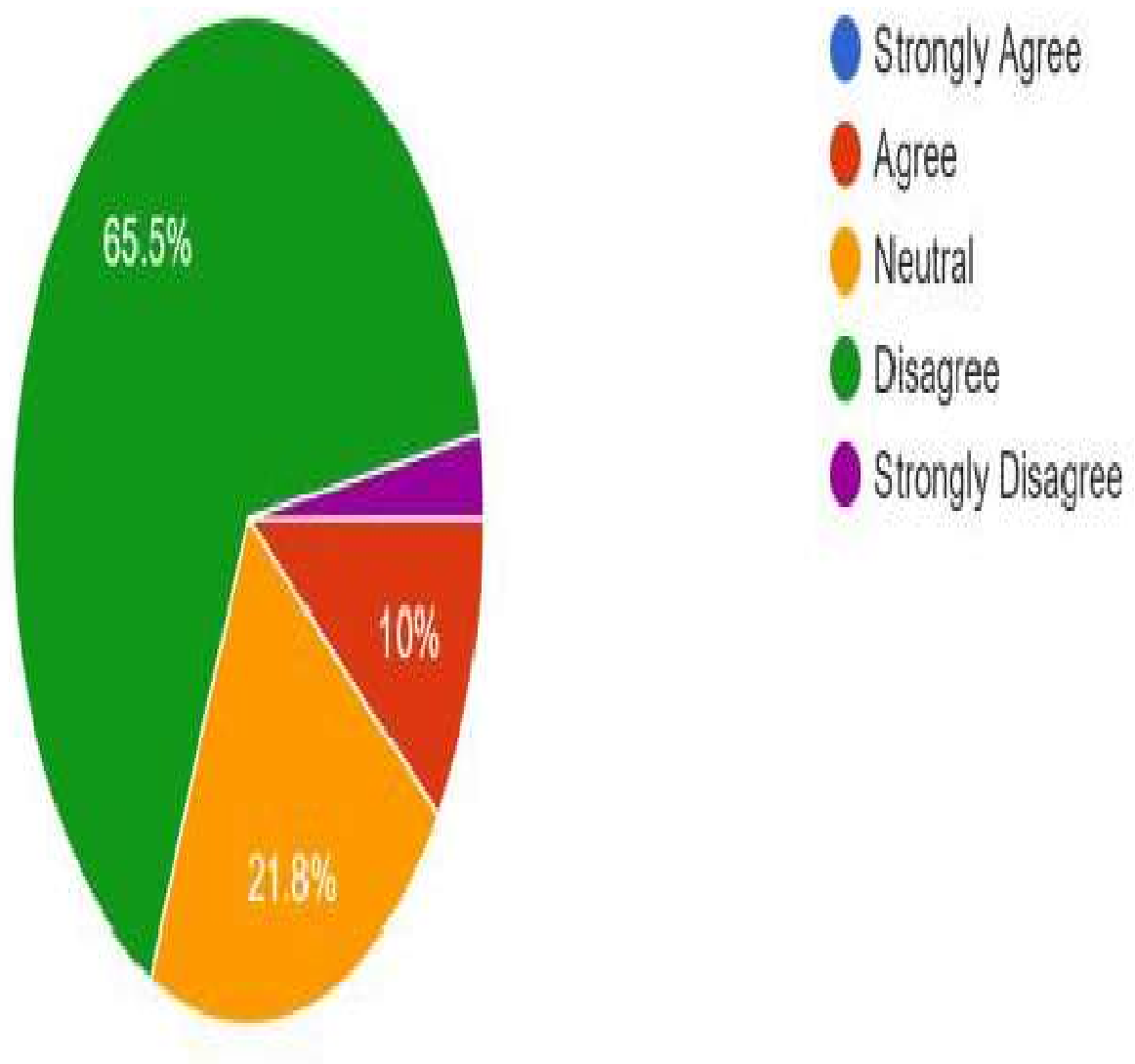
4.1.12 TABLE: 8) I FEEL DEPRESSED AND UNHAPPY AT WORK

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	0	0
2	Agree	11	10
3	Neither Agree nor Disagree	24	21.8
4	Disagree	72	65.5
5	Strongly Disagree	3	2.7
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the table interpreted that 0% of the respondents are strongly agree, 10% of the respondents are agree, 21.8% of the respondents are neither agree nor disagree, 65.5% of the respondents are disagree, 2.7% of the respondents are strongly disagree that they feel depressed and unhappy at work. Majority (65.5%) of the respondents are disagree that they feel depressed and unhappy at work.



4.1.12 CHART: 8) I FEEL DEPRESSED AND UNHAPPY AT WORK

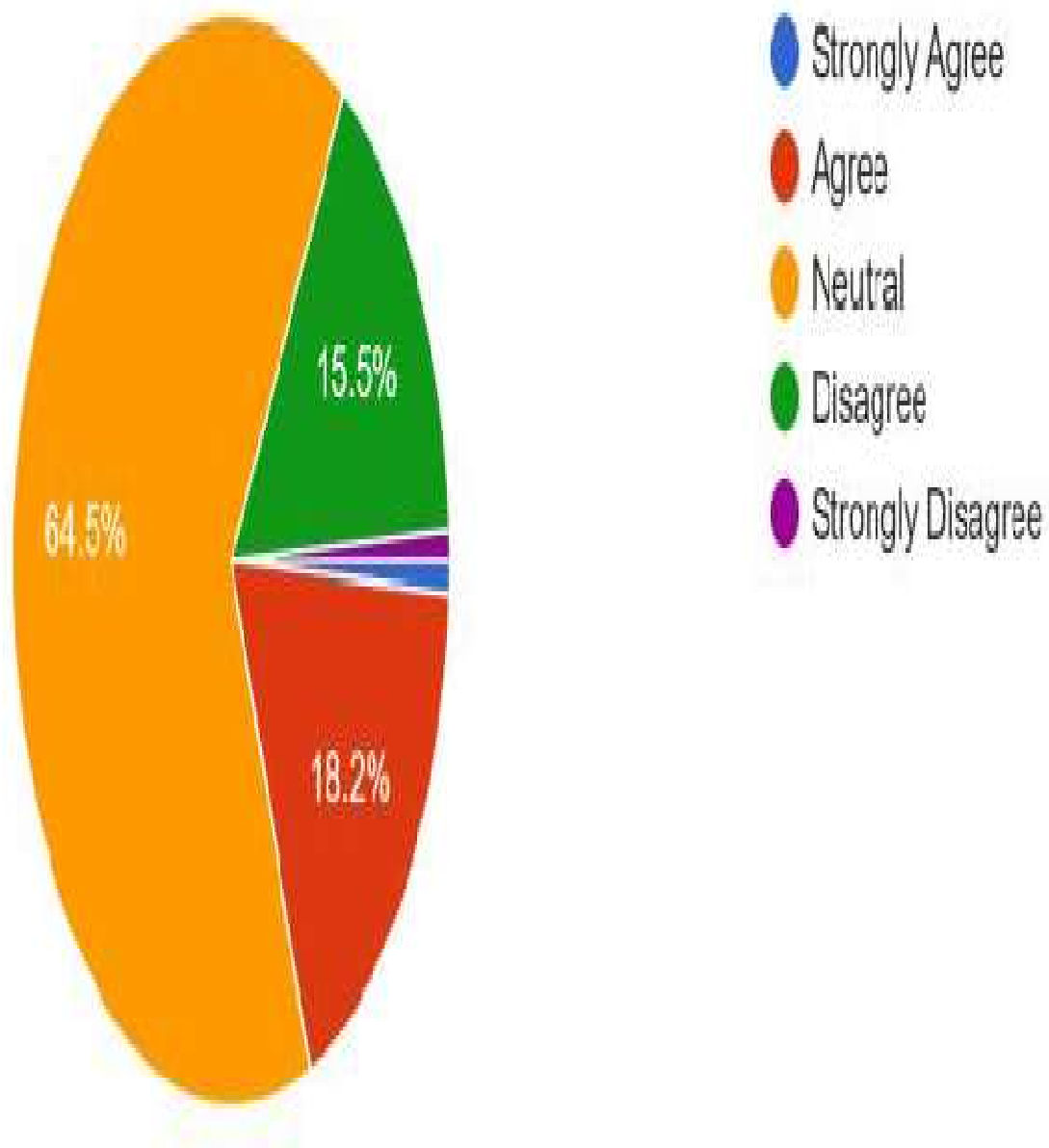
4.1.13 TABLE: WORK OVERLOAD: 1) I EXPERIENCE EXCESSIVE WORK PRESSURE

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	1	0.9
2	Agree	20	18.2
3	Neither Agree nor Disagree	71	64.5
4	Disagree	17	13.6
5	Strongly Disagree	1	0.9
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 0.9% of the respondents are strongly agree, 18.2% of the respondents are agree, 64.5% of the respondents are neither agree nor disagree, 13.6% of the respondents disagree and 0.9% of the respondents are strongly disagree that they experience excessive work pressure. Majority (64.5%) of the respondents are neither agree nor disagree that they experience excessive work pressure.



4.1.13 CHART: WORK OVERLOAD: 1) I EXPERIENCE EXCESSIVE WORK PRESSURE

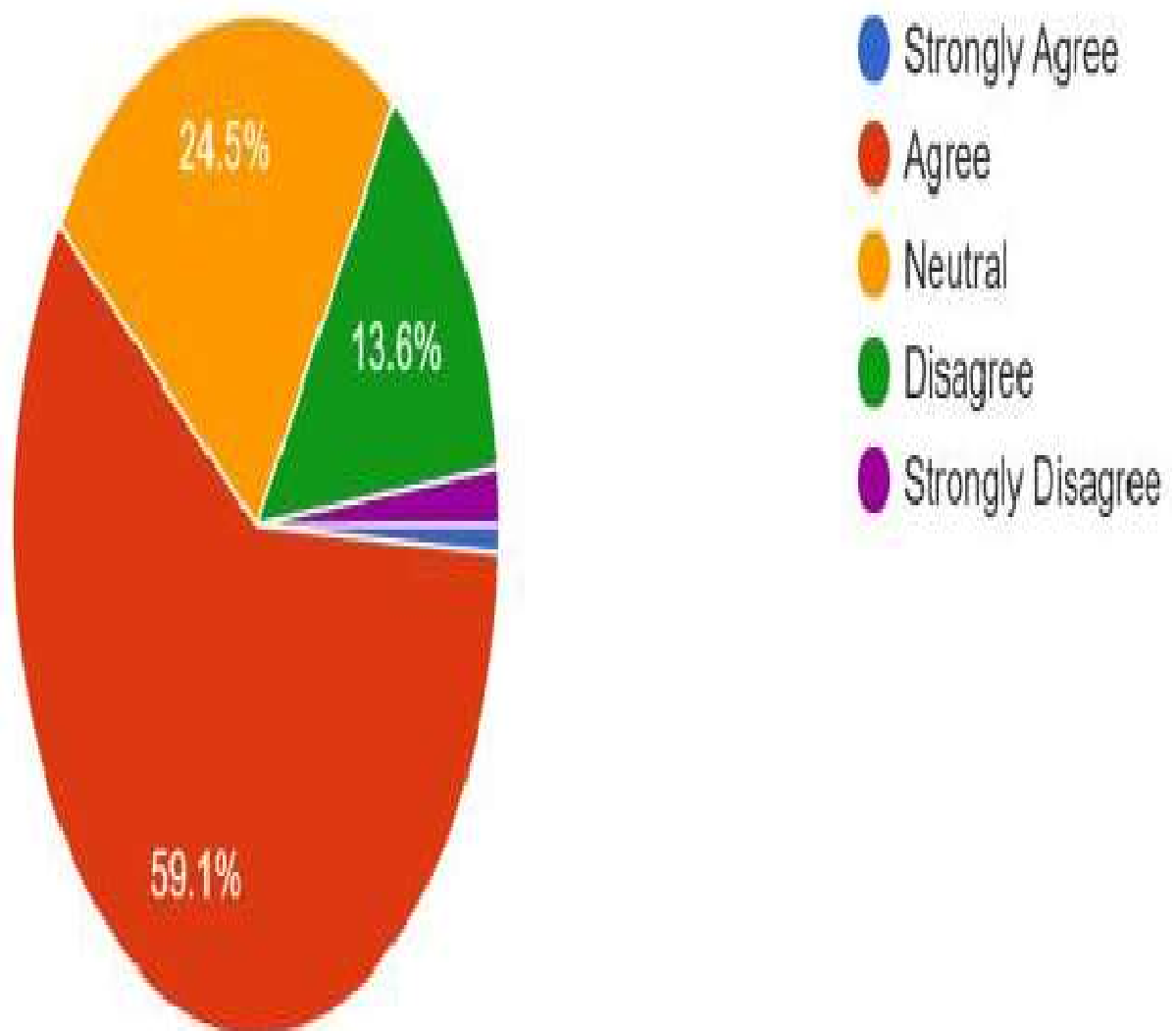
4.1.14 TABLE: 2) I WORK FOR LONG HOURS, ON OVERTIME AND EVEN ON HOLIDAYS

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	1	0.9
2	Agree	65	59.1
3	Neither Agree nor Disagree	27	24.5
4	Disagree	15	13.6
5	Strongly Disagree	2	1.8
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 0.9% of the respondents are strongly agree, 59.1% of the respondents are agree, 24.5% of the respondents are neither agree nor disagree, 13.6% of the respondents are disagree, 1.8% of the respondents are strongly disagree that they work for long hours, on overtime and even on holidays. Majority (59.1%) of the respondents are agree that they work for long hours, on overtime and even on holidays.



4.1.14 CHART: 2) I WORK FOR LONG HOURS, ON OVERTIME AND EVEN ON HOLIDAYS

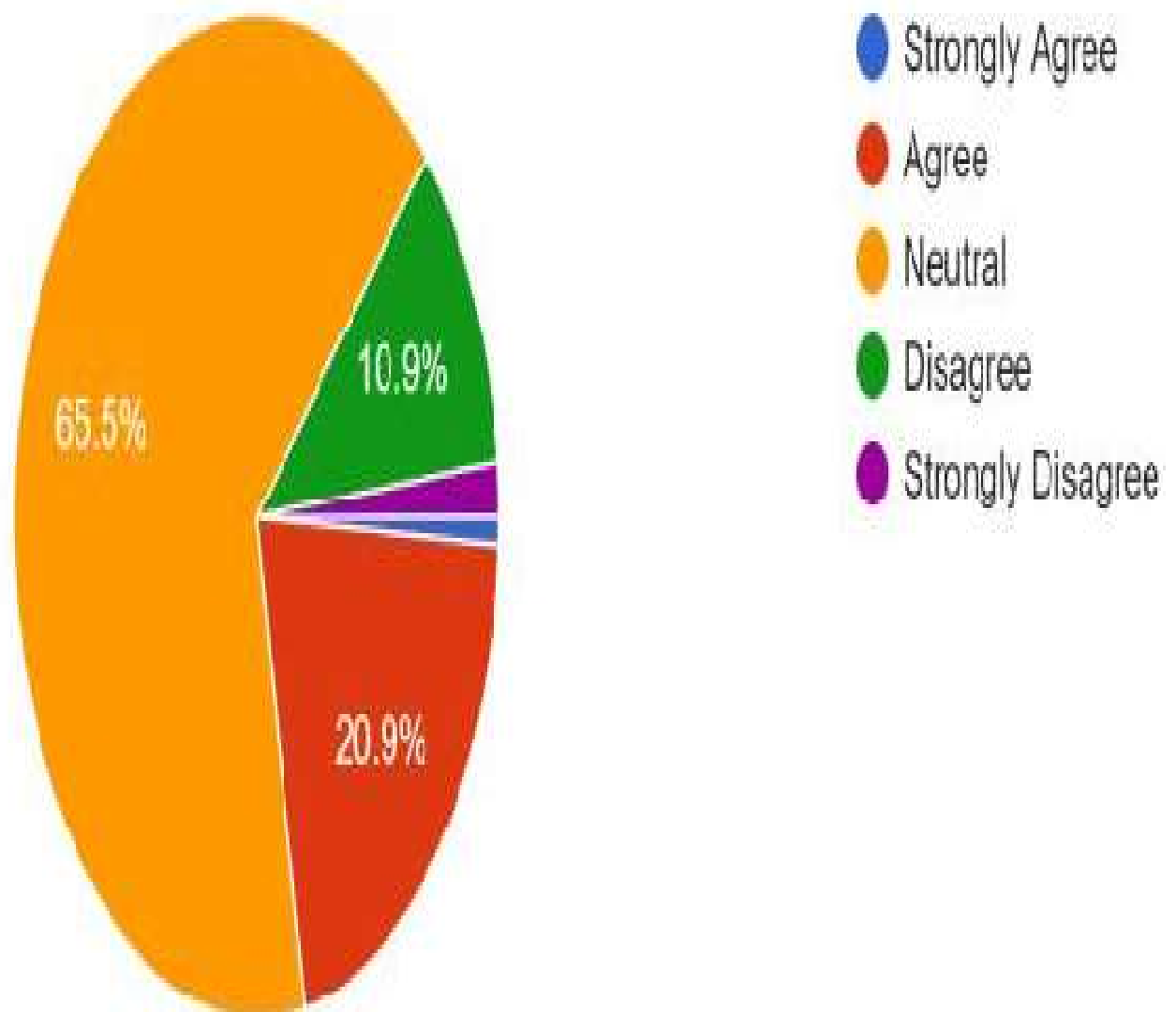
4.1.15 TABLE: 3) I AM UNABLE TO MEET OUT THE DEMANDS OF MY JOB

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	1	0.9
2	Agree	23	20.9
3	Neither Agree nor Disagree	72	65.5
4	Disagree	12	10.9
5	Strongly Disagree	2	1.8
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 0.9% of the respondents are strongly agree, 20.9% of the respondents are agree, 65.5% of the respondents are neither agree nor disagree, 10.9% of the respondents are disagree, 1.8% of the respondents are strongly disagree that they are unable to meet out the demands of their job. Majority (65.5%) of the respondents are neither agree nor disagree that they are unable to meet out the demands of their job.



4.1.15 CHART: 3) I AM UNABLE TO MEET OUT THE DEMANDS OF MY JOB

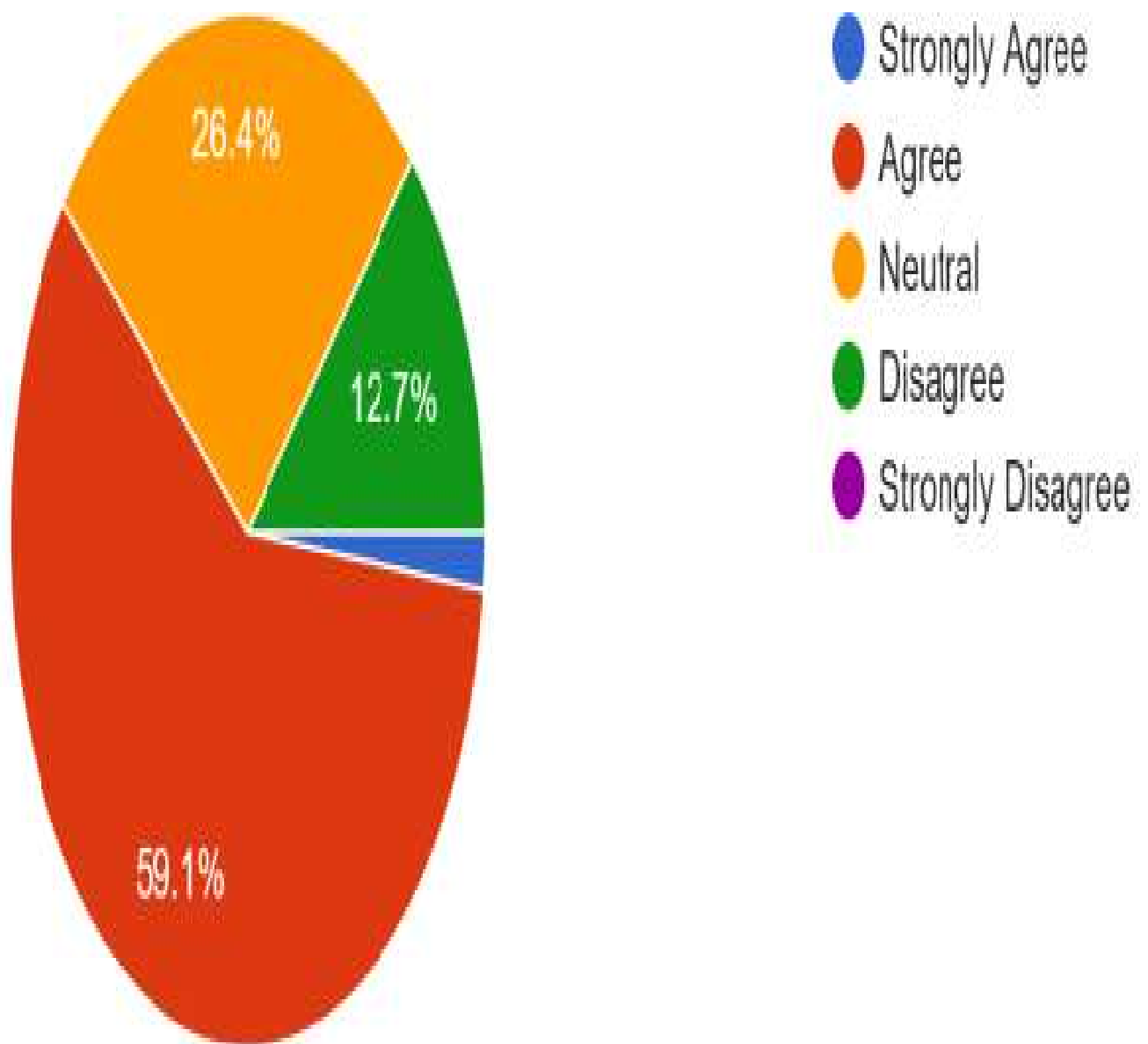
4.1.16 TABLE: 4) I SPEND SO LONG AT WORK THAT MY OUTSIDE RELATIONSHIPS ARE SUFFERING

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	2	1.8
2	Agree	65	59.1
3	Neither Agree nor Disagree	29	26.4
4	Disagree	14	12.7
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 1.8% of the respondents are strongly agree, 59.1% of the respondents are agree, 26.4% of the respondents are neither agree nor disagree, 12.7% of the respondents are disagree, 0% of the respondents are strongly disagree that they spend so long at work that their outside relationship are suffering. Majority (59.1%) of the respondents are agree that they spend so long at work that their outside relationships are suffering.



4.1.16 CHART: 4) I SPEND SO LONG AT WORK THAT MY OUTSIDE RELATIONSHIPS ARE SUFFERING

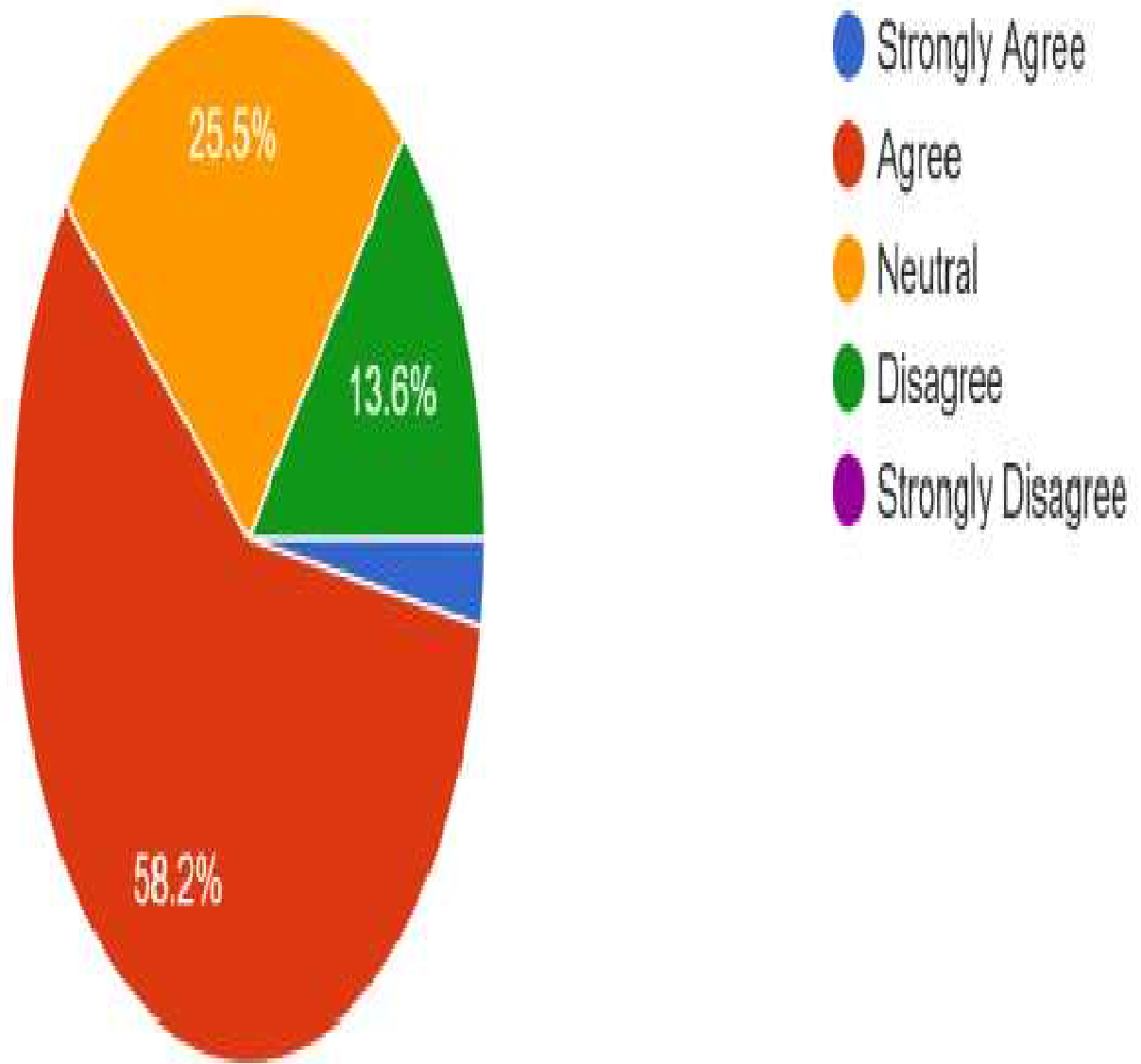
4.1.17 TABLE: 5) I'M SO BUSY I FIND IT INCRESINGLY DIFFCULT TO CONCENTRATE ON THE IN FRONT OF ME

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	3	2.7
2	Agree	64	58.2
3	Neither Agree nor Disagree	28	25.5
4	Disagree	15	13.6
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 2.7% of the respondents are strongly agree, 58.2% of the respondents are agree, 25.5% of the respondents are neither agree nor disagree, 13.6% of the respondents are disagree, 0% of the respondents are strongly disagree. Majority (58.2%) of the respondents are agree that they are so busy to they find it increasingly difficult to concentrate on the in front of them.



4.1.17 CHART: 5) I'M SO BUSY I FIND IT INCRESINGLY DIFFCULT TO CONCENTRATE ON THE IN FRONT OF ME

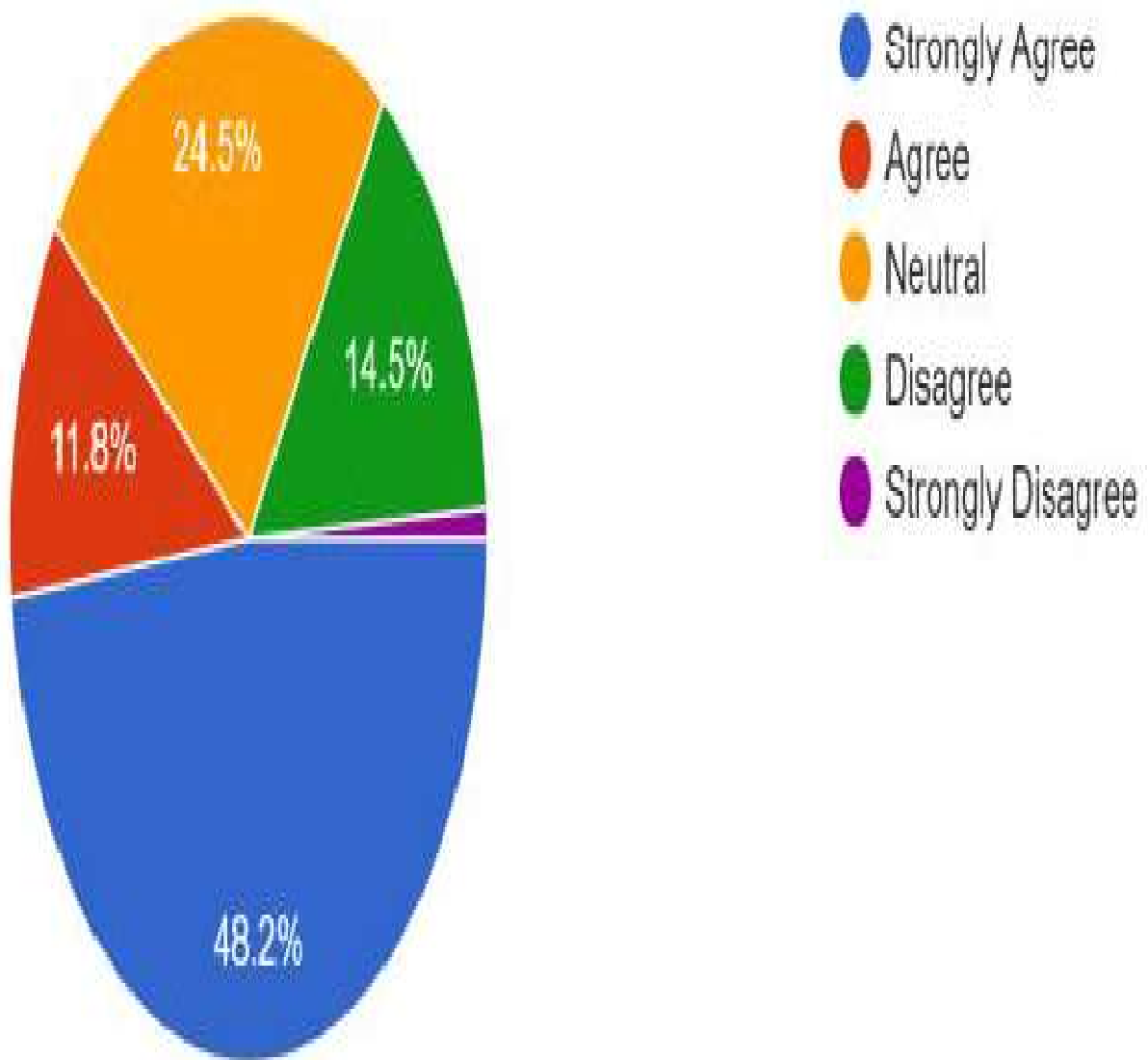
4.1.18 TABLE: 6) IF FEEL TRIED DURING THE DAY DUE TO EXCESSIVE WORK LOAD

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	53	48.2
2	Agree	13	11.8
3	Neither Agree nor Disagree	27	24.5
4	Disagree	16	14.5
5	Strongly Disagree	1	0.9
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 48.2% of the respondents are strongly agree, 11.8% of the respondents are agree, 24.5% of the respondents are neither agree nor disagree, 14.5% of the respondents are disagree and 0.9% of the respondents are strongly disagree that they feel tried during the day due to excessive work load. Majority (48.2%) of the respondents are strongly agree that they feel tried during the day due to excessive work load.



4.1.18 CHART: 6) IF FEEL TRIED DURING THE DAY DUE TO EXCESSIVE WORK LOAD

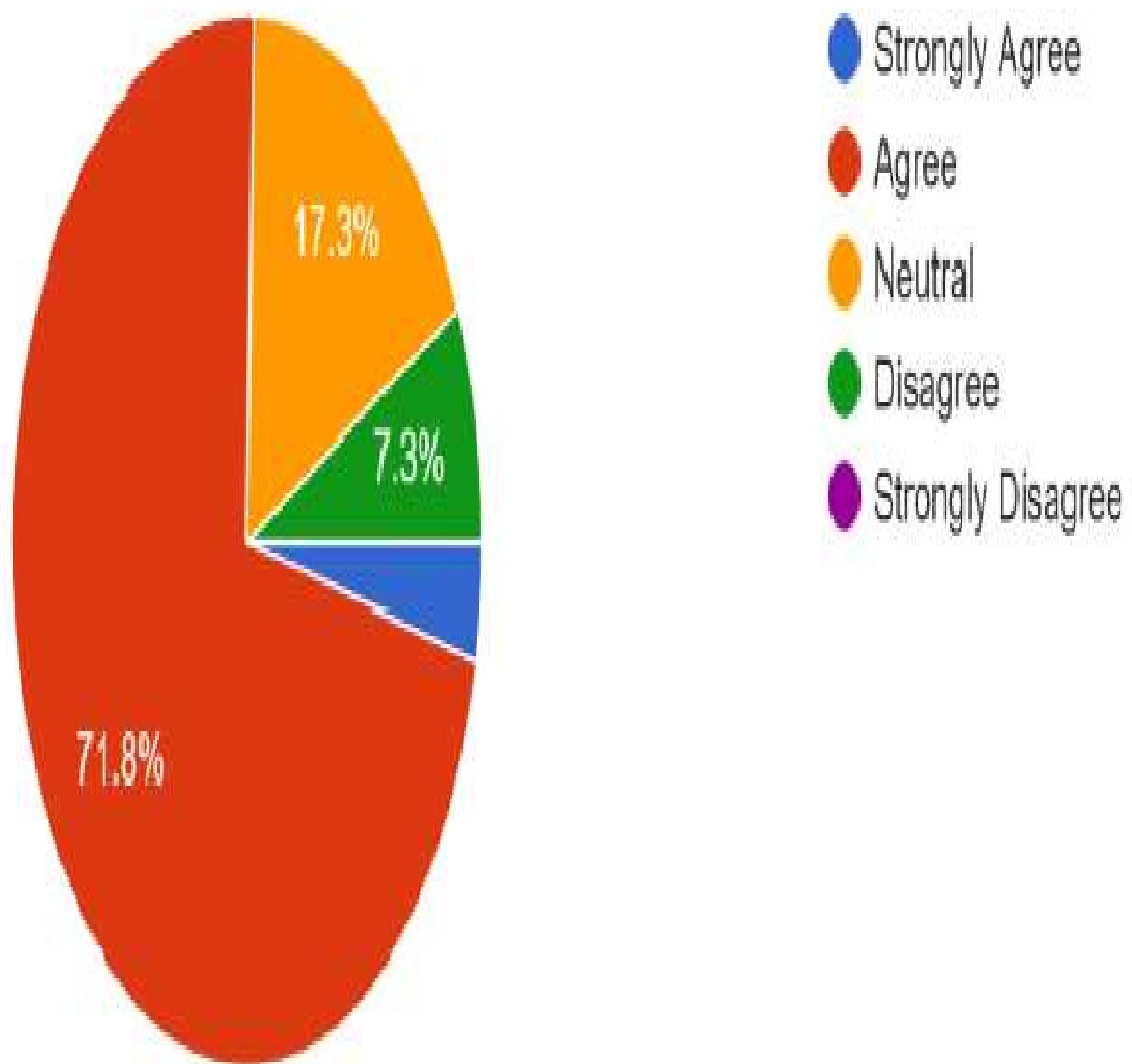
4.1.19 TABLE: WORKING ENVIRONMENT: 1) I FEEL COMFORTABLE TO WORK WITH LATEST TECHNOLOGIES IN THE ORGANIZATION

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	4	3.6
2	Agree	79	71.8
3	Neither Agree nor Disagree	19	17.3
4	Disagree	8	7.3
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 3.6% of the respondents are agree, 71.8% of the respondents are agree, 17.3% of the respondents are neither agree nor disagree, 7.3% of the respondents are disagree , 0% of the respondents are strongly disagree that they feel comfortable to work with latest technologies in the organization. Majority (71.8%) of the respondents are agree that they feel comfortable to work with latest technologies in the organization.



4.1.19 CHART: WORKING ENVIRONMENT: 1) I FEEL COMFORTABLE TO WORK WITH LATEST TECHNOLOGIES IN THE ORGANIZATION

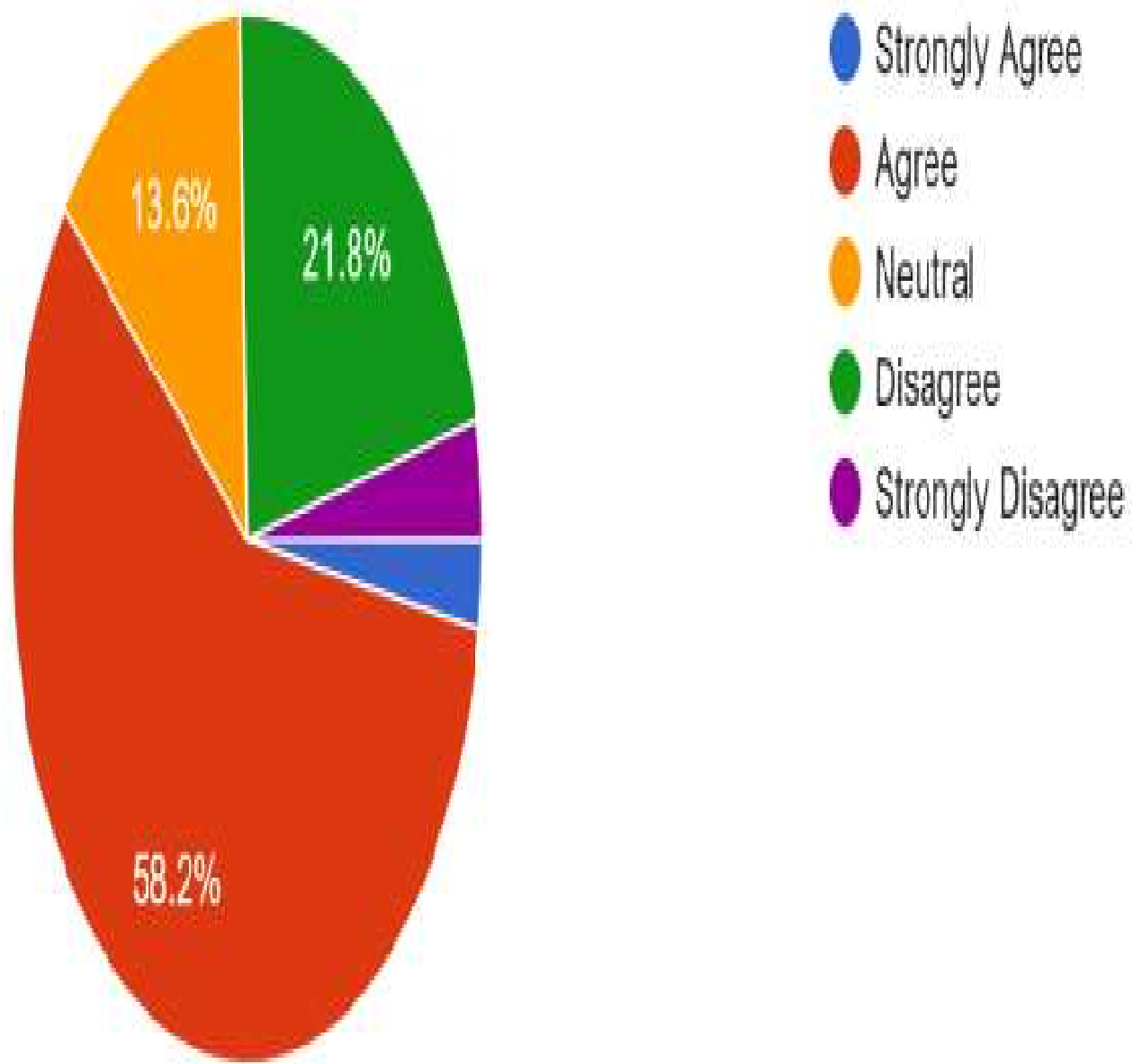
4.1.20 TABLE: 2) I FEEL INSECURE IN THE WORKING ENVIRONMENT

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	3	2.7
2	Agree	64	58.2
3	Neither Agree nor Disagree	15	13.6
4	Disagree	24	21.8
5	Strongly Disagree	4	3.6
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 2.7% of the respondents are strongly agree, 58.2% of the respondents are agree, 13.6% of the respondents are neither agree nor disagree, 21.8% of the respondents are disagree, 3.6% of the respondents are strongly disagree that they feel insecure in the working environment. Majority (58.2%) of the respondents are agree that they feel insecure in the working environment.



4.1.20 CHART: 2) I FEEL INSECURE IN THE WORKING ENVIRONMENT

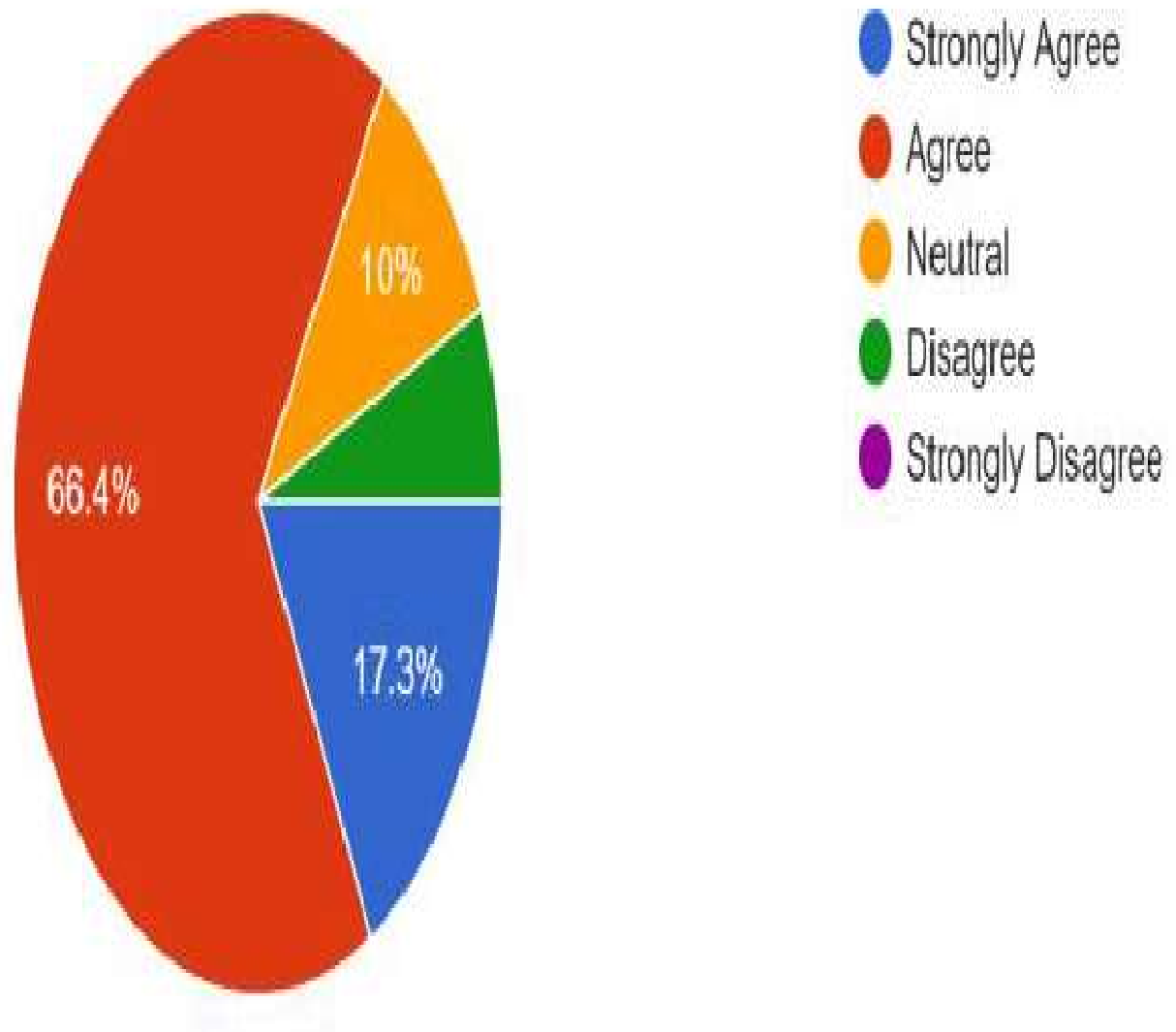
4.1.21 TABLE: 3) I AM ABLE TO RECEIVE SUPPORT FROM MY BOSS, COLLEAGUES AND JUNIORS

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	19	17.3
2	Agree	73	66.4
3	Neither Agree nor Disagree	11	10
4	Disagree	7	6.4
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 17.3% of the respondents are strongly agree, 66.4% of the respondents are agree, 10% of the respondents are neither agree nor disagree, 6.4% of the respondents are disagree, 0% of the respondents are strongly disagree that they receive support from their boss, colleagues and juniors. Majority (66.4%) of the respondents are agree that they receive support from their boss, colleagues and juniors.



4.1.21 CHART: 3) I AM ABLE TO RECEIVE SUPPORT FROM MY BOSS, COLLEAGUES AND JUNIORS

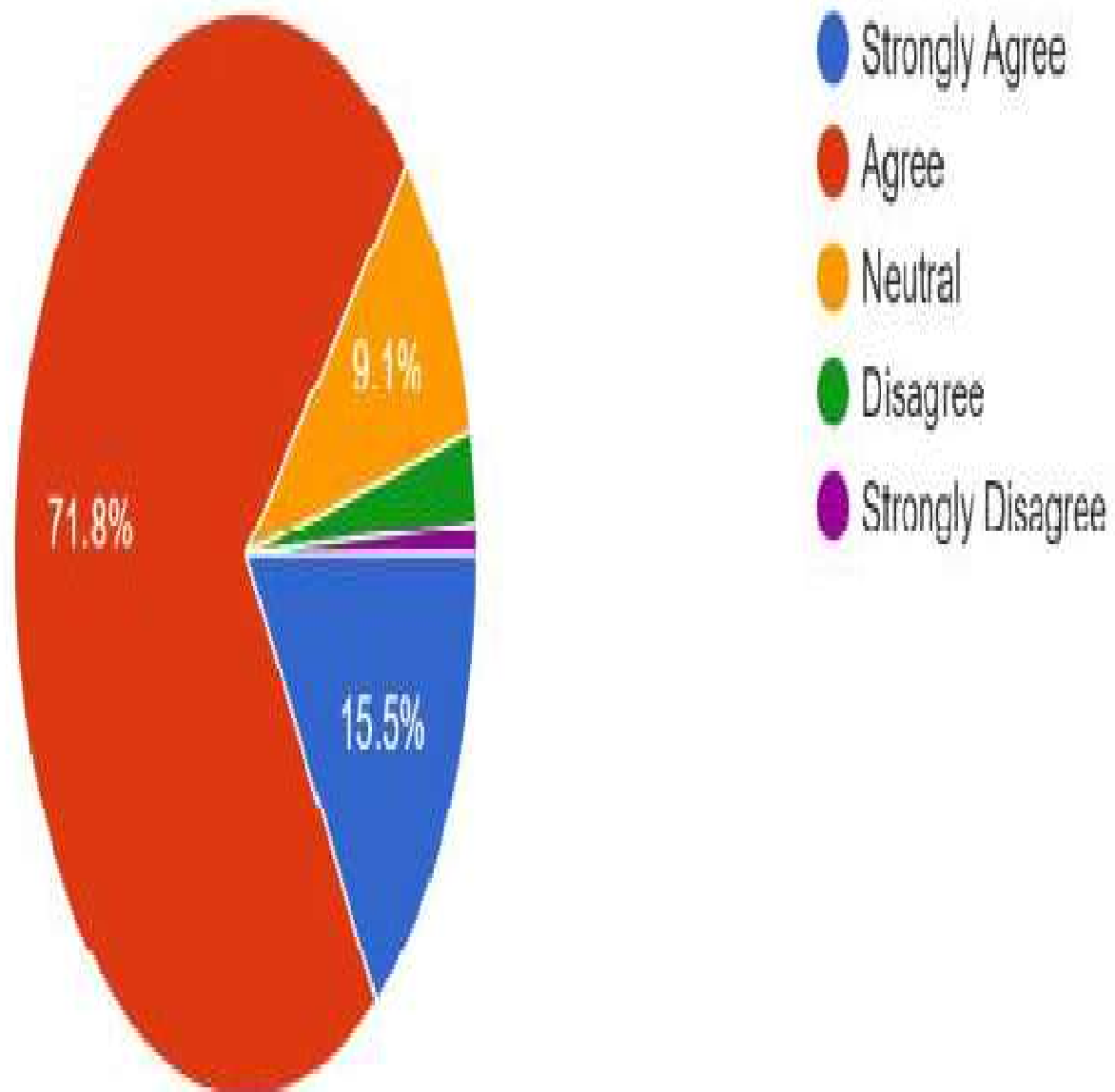
4.1.22 TABLE: 4) MY RELATIONSHIP WITH COLLEAGUES AND PEERS IS SMOOTH AND CORDIAL

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	17	15.5
2	Agree	79	71.8
3	Neither Agree nor Disagree	10	9.1
4	Disagree	3	2.7
5	Strongly Disagree	1	0.9
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 15.5% of the respondents are strongly agree, 71.8% of the respondents are agree, 9.1% of the respondents are neither agree nor disagree, 2.7% of the respondents are disagree and 0.9% of the respondents are strongly disagree that their relationship with colleagues and peers is smooth and cordial. Majority (71.8%) of the respondents are agree that their relationship with colleagues and peers is smooth and cordial.



4.1.22 CHART: 4) MY RELATIONSHIP WITH COLLEAGUES AND PEERS IS SMOOTH AND CORDIAL

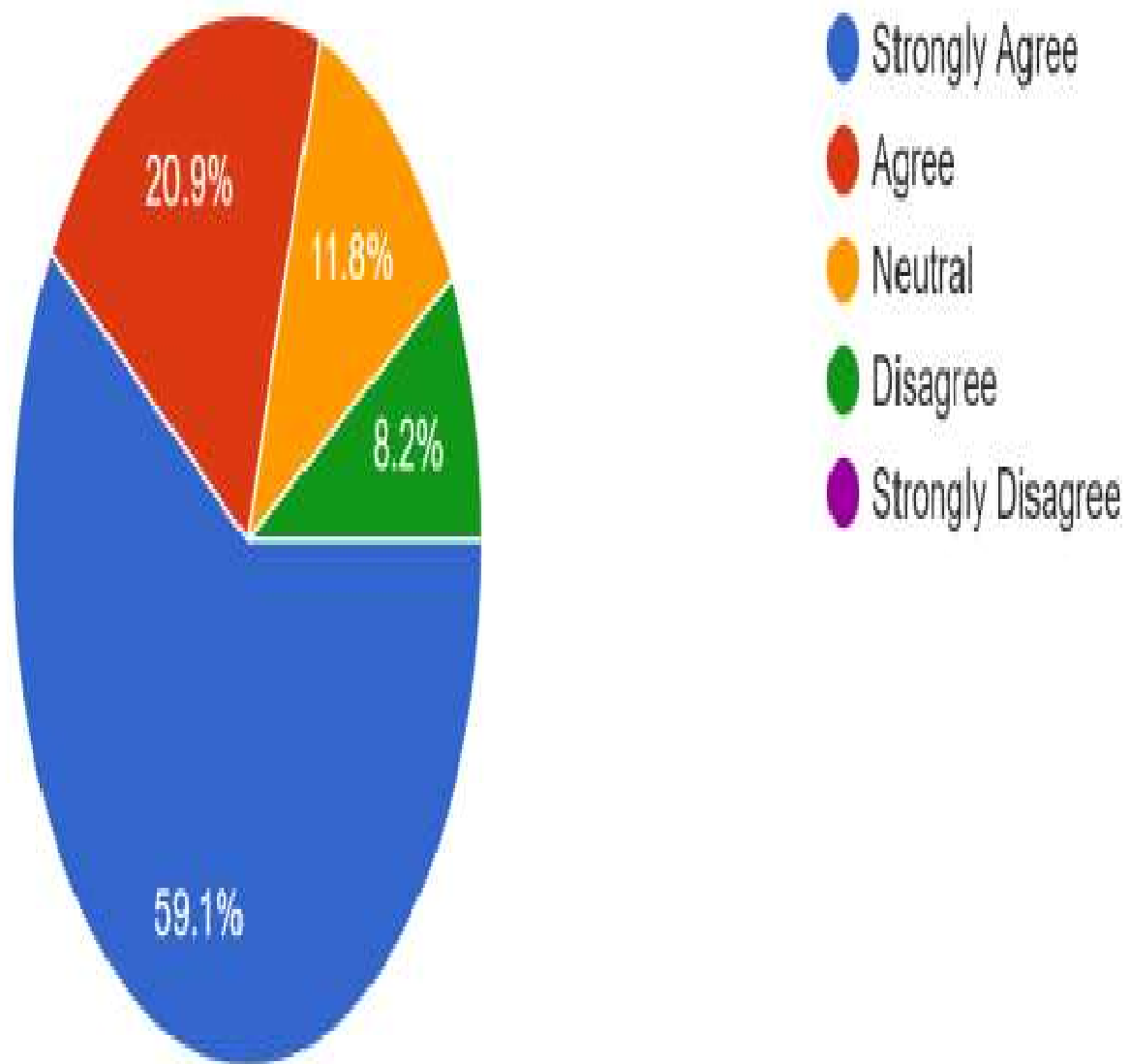
4.1.23 TABLE: 5) WORKING ENVIRONMENT OF TEAM IS GOOD FOR CAREER GROWTH

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	65	59.1
2	Agree	23	20.9
3	Neither Agree nor Disagree	13	11.8
4	Disagree	9	8.2
5	Strongly Disagree	0	0
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 59.1% of the respondents are strongly agree, 20.9% of the respondents are agree, 11.8% of the respondents are neither agree nor disagree, 8.2% of the respondents are disagree and 0% of the respondents are strongly disagree that working environment of team is good for career growth. Majority (59.1%) of the respondents are strongly agree that working environment of team is good for career growth.



4.1.23 CHART: 5) WORKING ENVIRONMENT OF TEAM IS GOOD FOR CAREER GROWTH

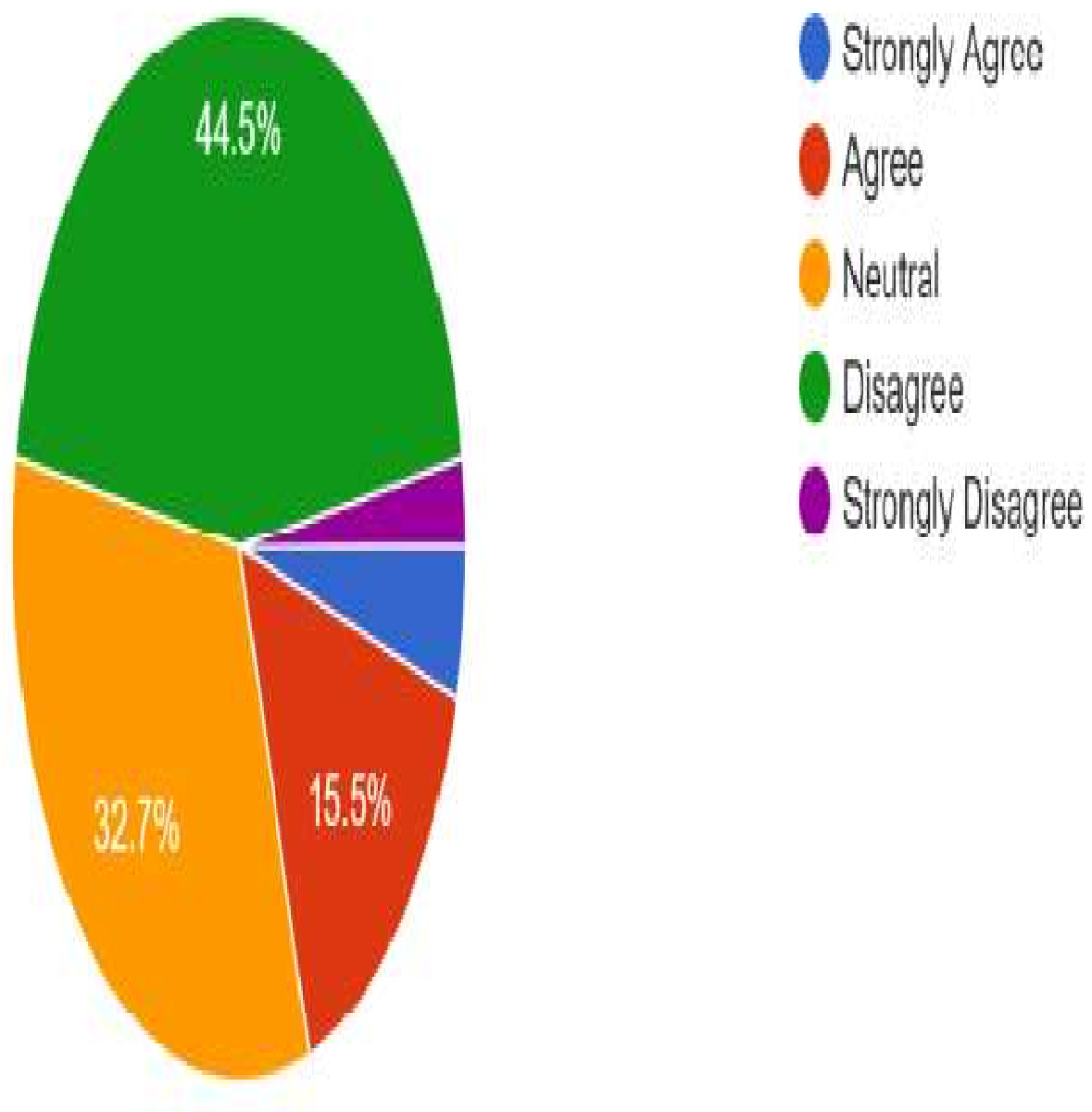
4.1.24 TABLE: TURNOVER INTENTION: 1) I LIKE TO RESIGN MYSELF FROM THE CURRENT JOB IN A YEAR

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	5	4.5
2	Agree	17	15.5
3	Neither Agree nor Disagree	36	32.7
4	Disagree	49	44.5
5	Strongly Disagree	3	2.7
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 4.5% of the respondents are strongly agree, 15.5% of the respondents are agree, 32.7 of the respondents are neither agree nor disagree, 44.5% of the respondents are disagree and 2.7% of the respondents are strongly disagree that they like to resign themselves from the current job in a year. Majority (44.5%) of the respondents are disagree that they like to resign themselves from the current job in a year.



4.1.24 CHART: TURNOVER INTENTION: 1) I LIKE TO RESIGN MYSELF FROM THE CURRENT JOB IN A YEAR

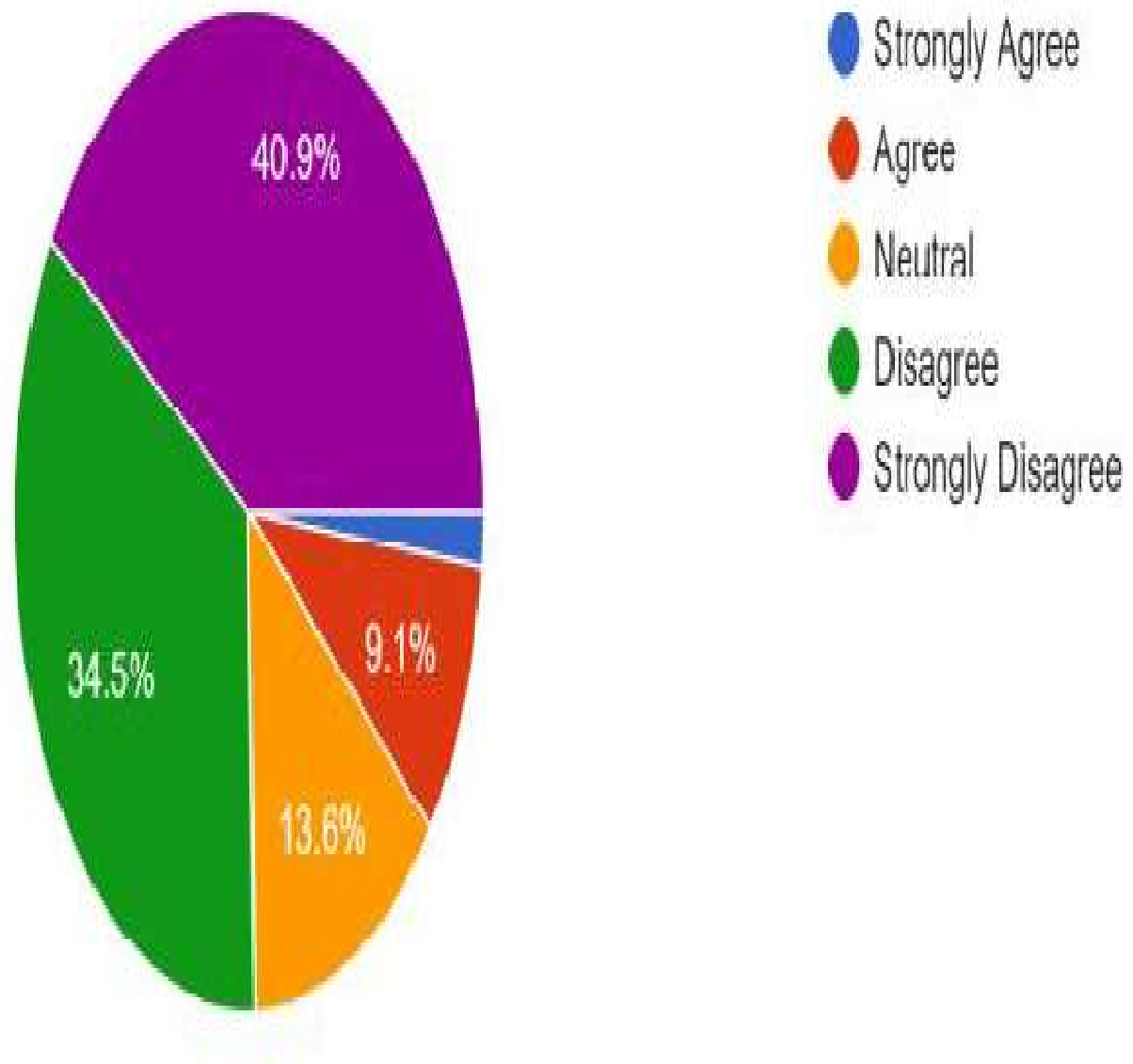
4.1.25 TABLE: 2) I WILL PROBABLY RESIGN MYSELF FROM THE CURRENT JOB IN A YEAR

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	2	1.8
2	Agree	10	9.1
3	Neither Agree nor Disagree	15	13.6
4	Disagree	38	34.5
5	Strongly Disagree	45	40.9
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 1.8% of the respondents are strongly agree, 9.1% of the respondents are agree, 13.6% of the respondents are neither agree nor disagree, 34.5% of the respondents are disagree and 40.9% of the respondents are strongly agree that they will probably resign themselves from the current job in a year. Majority (40.9%) of the respondents are strongly agree that they will probably resign themselves from the current job in a year.



4.1.25 CHART: 2) I WILL PROBABLY RESING MYSELF FROM THE CURRENT JOB IN A YEAR

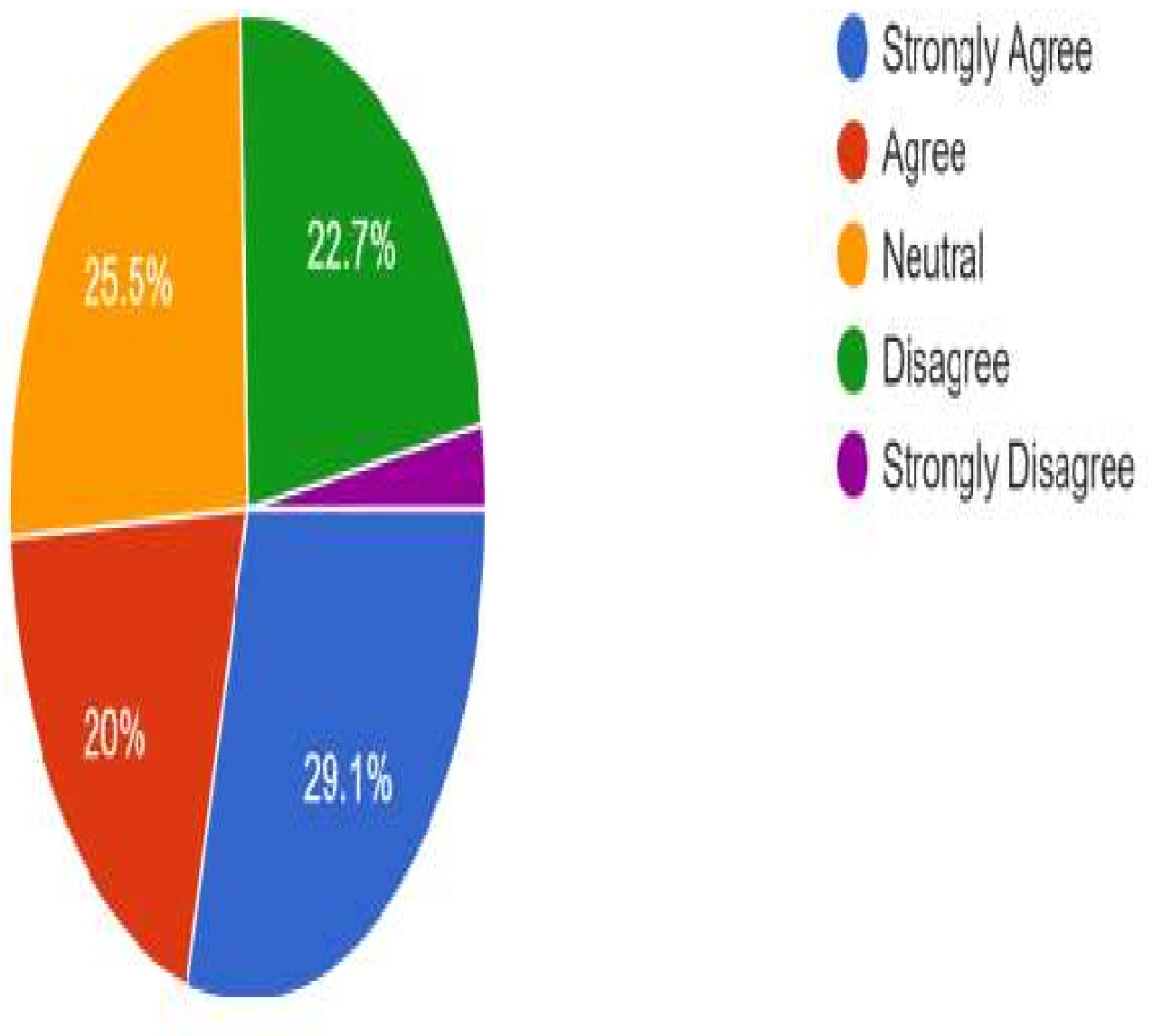
4.1.26 TABLE: 3) I LIKE TO WORK FOR SOME THE COMPANY BUT IN THE SAME SECTOR THAT I AM CURRENTLY WORKING

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	32	29.1
2	Agree	22	20
3	Neither Agree nor Disagree	28	25.5
4	Disagree	25	22.7
5	Strongly Disagree	3	2.7
6	Total	100	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 29.1% of the respondents are strongly agree, 20% of the respondents are agree, 25.5% of the respondents are neither agree nor disagree, 22.7% of the respondents are disagree and 2.7% of the respondents are strongly disagree that they like to work for some the company but in the same sector that they currently working. Majority (29.1%) of the respondents are strongly disagree that they like to work for some the company but in the same sector that they currently working.



4.1.26 CHART: 3) I LIKE TO WORK FOR SOME THE COMPANY BUT IN THE SAME SECTOR THAT I AM CURRENTLY WORKING

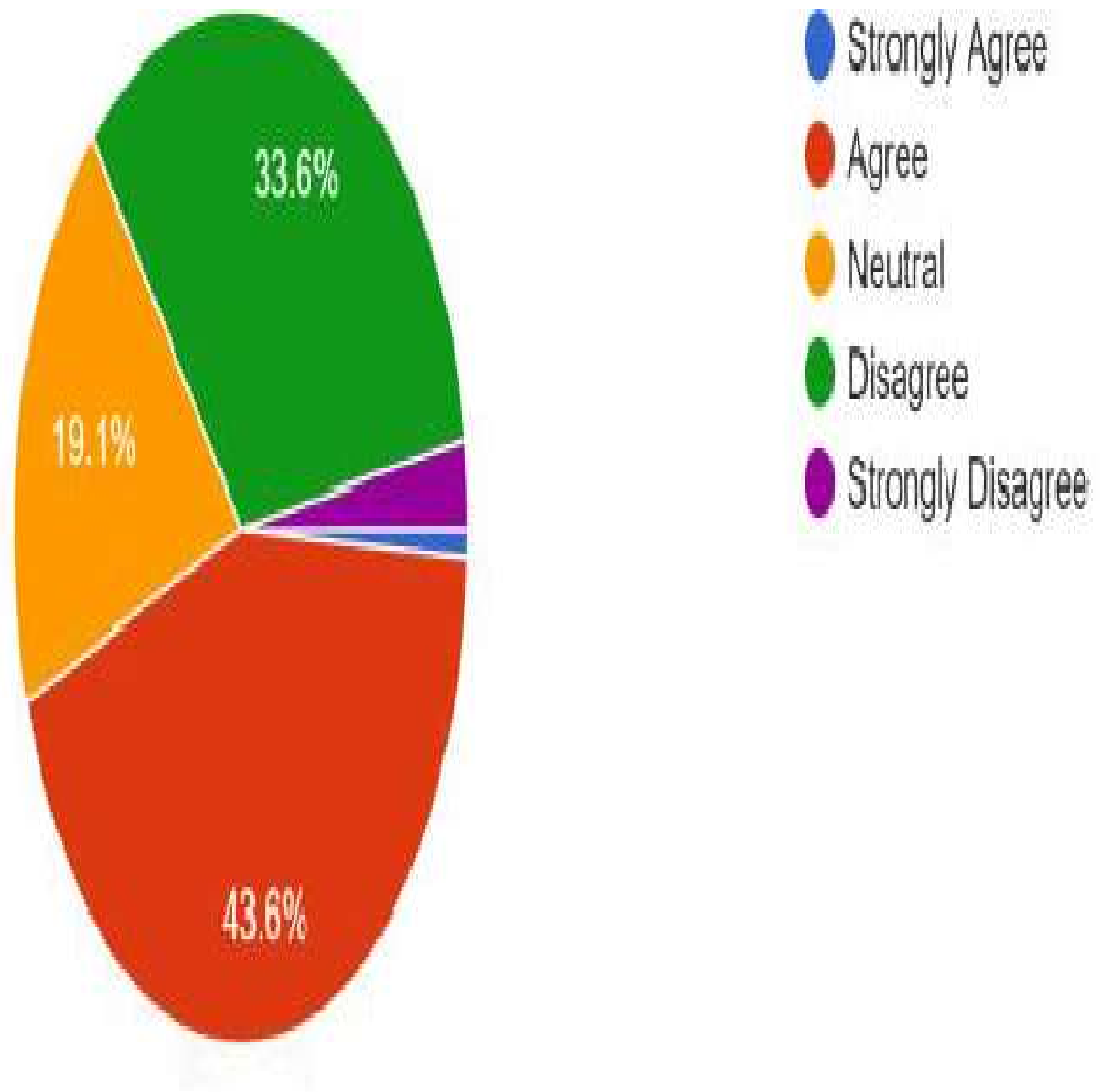
4.1.27 TABLE 4) I LIKE TO SWITCH TO OTHER BUSINESS OR SECTOR

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	1	0.9
2	Agree	48	44.6
3	Neither Agree nor Disagree	21	19.1
4	Disagree	37	33.6
5	Strongly Disagree	3	2.7
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 0.9% of the respondents are strongly agree, 44.6% of the respondents are agree, 19.1% of the respondents are neither agree nor disagree, 33.6% of the respondents are disagree and 2.7% of the respondents are strongly disagree that they like to switch to other business or sector. Majority (44.6%) of the respondents are agree that they like to switch to other business or sector.



4.1.27 CHART: 4) I LIKE TO SWITCH TO OTHER BUSINESS OR SECTOR

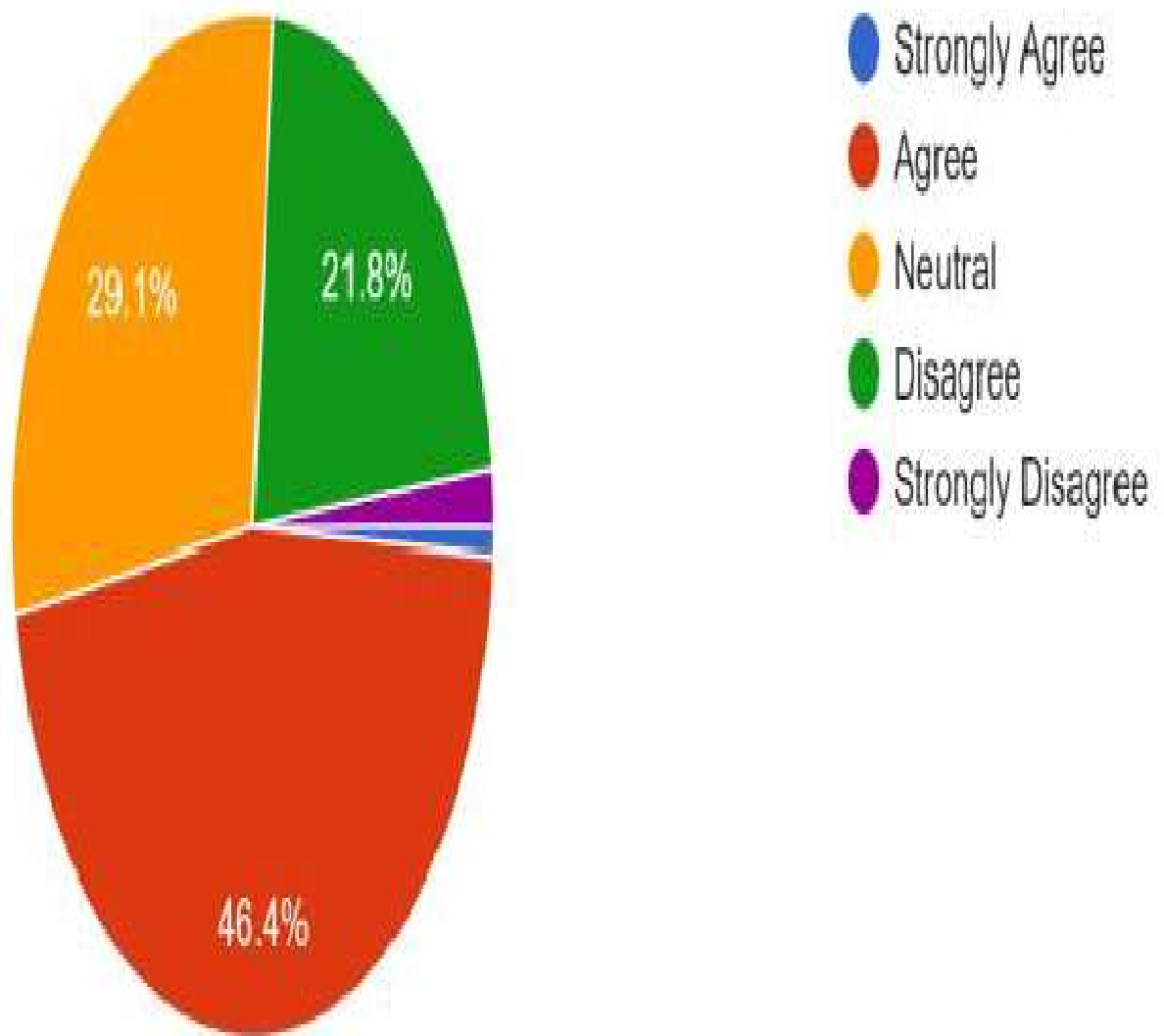
4.1.28 TABLE: 5) I HAVE ACTUALLY LOOKED FOR OTHER JOBS AFTER I ENTERED THE CURRENTCOMPANY

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	1	0.9
2	Agree	50	46.4
3	Neither Agree nor Disagree	27	29.1
4	Disagree	20	21.8
5	Strongly Disagree	2	1.8
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 0.9% of the respondents are strongly agree, 46.4% of the respondents are agree, 29.1% of the respondents are neither agree nor disagree, 21.8% of the respondents are disagree and 1.8% of the respondents are strongly disagree that they looked for other jobs after they entered the current company. Majority (46.4%) of the respondents are agree that they looked for other jobs after they entered the current company.



4.1.28 CHART: 5) I HAVE ACTUALLY LOOKED FOR OTHER JOBS AFTER I ENTERED THE CURRENTCOMPANY

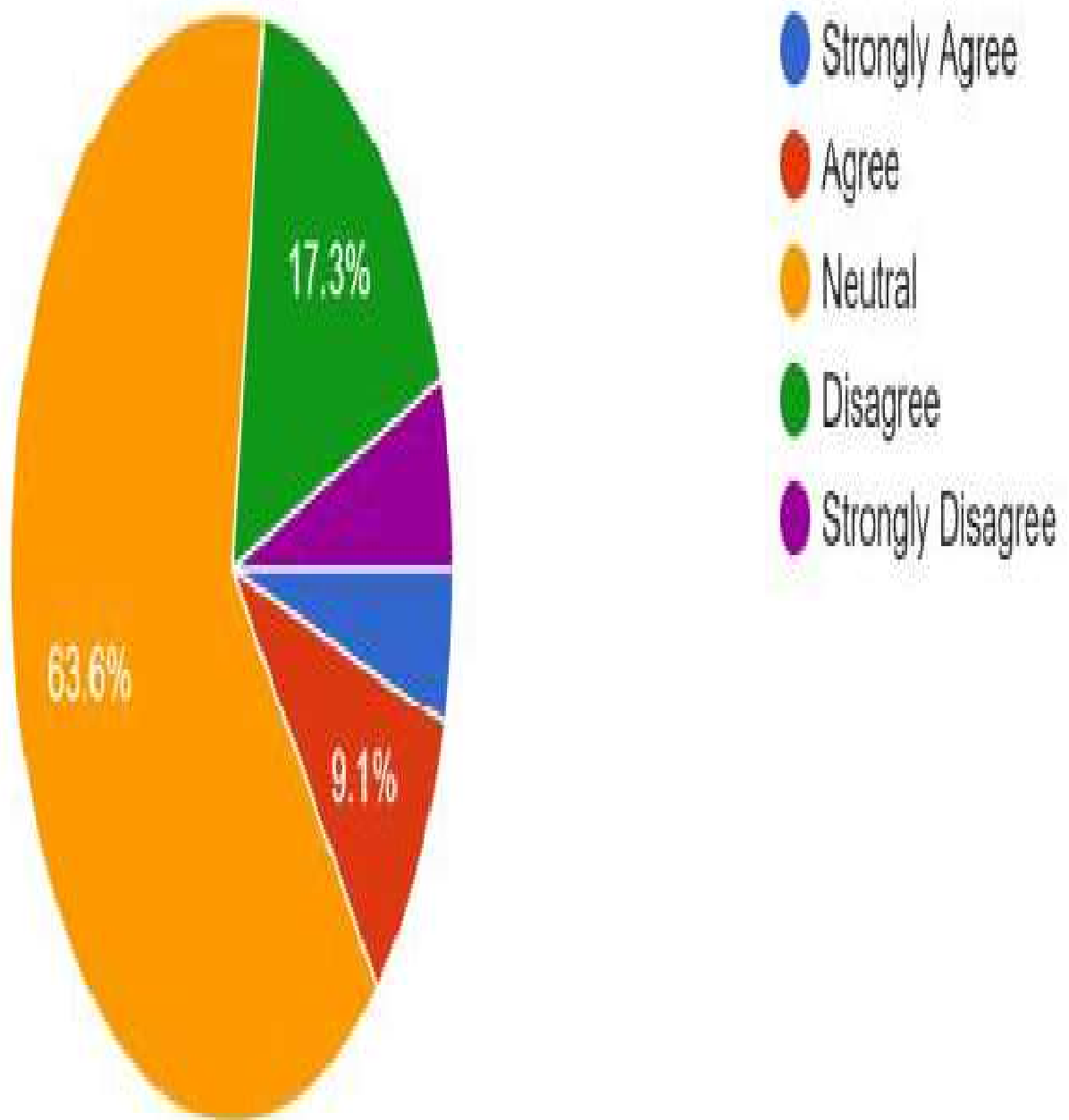
4.1.29 TABLE: 6) I LIKE TO CONTINUE IN THE ORGANISATION FOR A LONG PERIOD

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	5	4.5
2	Agree	10	9.1
3	Neither Agree nor Disagree	70	63.6
4	Disagree	15	17.3
5	Strongly Disagree	6	5.5
6	Total	110	100

Sources of data: Primary Data

INTERPRETATION

From the above table interpreted that 4.5% of the respondents are strongly agree, 9.1% of the respondents are agree, 63.8% of the respondents are neither agree nor disagree, 17.3% of the respondents are agree and 5.5% of the respondents are strongly disagree that they like to continue in the organization for long period. Majority (63.6%) of the respondents are neither agree nor disagree that they like to continue in the organization for long period.



4.1.29 CHART: 6) I LIKE TO CONTINUE IN THE ORGANIZATION FOR A LONG PERIOD

4.2 CHI-SQUARE TEST

A chi-square statistics one way to show a relationship between two categorical variables

4.2.1 TABLE

Particulars	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
Group A	73	253	329	161	64	880
Group B	46	157	197	182	62	644
Total	119	410	526	343	126	1524

Particulars	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Row Total
Group 1	73 (68,71) [0.27]	253 (236,75) [1.12]	329 (303,73) [2.10]	161 (198,06) [6.93]	64 (72,79) [1.05]	880
Group2	46(50,29) [0.37]	157 (173,25) [1.52]	197 (222,27) [2.87]	182 (144,94) [9.47]	62 (53,24) [1.44]	644
Column Total	119	410	526	343	126	1524

The chi-square statistic is 27.1522. The p-value is <0.00001. The p-value is 0.000019.

The result is significant at $p < .05$.

4.2.2 RESULTS

A Chi-square test of independence was performed to examine the significant relationship between job stress and turnover intention.

Result of chi-square test of independence showed p value (0.00001) is less than 0.05 hence null hypotheses are rejected. There is significant relationship between job stress and turnover intention.

4.3 ANOVA TEST

One-way ANOVA is a statistical technique that is used to compare that means of more than two groups

4.3.1 TABLE

F-statistic value = 0.00005

P-value = 1

Particulars	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly agree
Group 1	4	79	18	8	1
Group 2	3	64	15	24	4
Group 3	19	73	10	7	1
Group 4	17	79	10	3	1
Group 5	65	23	13	8	1

DATA SUMMARY				
Groups	N	Mean	Std. Dev	Std. Error
Group 1	5	22	32.504	14.536
Group 2	5	22	25.01	11.185
Group 3	5	22	29.2404	13.0767
Group 4	5	22	32.4808	14.5258
Group 5	5	22.5	25.2527	11.2934

ANOVA SUMMARY					
Source	Degrees of Freedom DF	Sum of Squares SS	Mean Square MS	F-Stat	P-Value
Between Groups	4	0.16	0.04	0	1
Within Groups	20	16918.96	845.9399		
Total	24	16918.96			

4.3.2 RESULT

ANOVA was performed to examine the negative influences in working environment. Results of ANOVA showed P value 1 is more than 0.05 or $p=0.05$ hence null hypothesis accepted. There is no negative influence in working environment.

4.4 CORRELATION

A hypothesis test formally tests if there is correlation/association between two variables in a population.

4.4.1 TABLE

$X-M_x$	$Y-M_y$	$(X-M_x)^2$	$(Y-M_y)^2$	$(X-M_x)(Y-M_y)$
-17	-21	289	441	357
10	26	100	676	260
32	-1	1024	1	-32
-4	15	16	225	-60
-21	19	441	361	399
$M_x:22.000$	$M_y:22.000$	SUM:1870.000	SUM: 1704.000	SUM: 924.000

R Calculation

$$r = 0.5176$$

The value of R is 0.5176

This is a moderate positive correlation, which means there is a tendency for high X variable scores go with high Y variable scores (and vice versa).

The value of R^2 , the coefficient of determination, is 0.2679.

4.4.2 RESULT

Correlation was performed to examine the there is a relationship between working experiences and employees like to switch other business or sector. Results of Correlation showed $p < .05$ hence null hypothesis is accepted. There is no significant relationship between working experience and employees like to witch other business or sector.

CHAPTER 5

FINDINGS&RECOMMEDATIONS&CONCLUSION

5.1 FINDINGS OF THE STUDY

- 85.5% of the respondents are Male.
- 52.9%of the respondents age between 26 to 35 years
- 52.7% are UG Education qualification respondents.
- 49.1%of the respondents are 3-6 years working experience.
- 65.5% of the respondents are neither agree nor disagree that often feel stress at work.
- 70.9% of the respondents are neither agree nor disagree that the job difficulty usually brings me sleeplessness
- 68.2% of the respondents are agree that their job makes them nervous.
- 51.8% of the respondents are strongly agree that they feel exhausted after daily work.
- 67.3% of the respondents are agree that it's helpful for their health if they change their job.
- 51.8% of the respondents are strongly disagree that they feel weak and dispirited at work.
- 68.2% of the respondents are neither agree nor disagree that they feel more hot tempered at work.
- 65.5% of the respondents are disagree that they feel depressed and unhappy at work.
- 64.5%of the respondents are neither agree nor disagree that they experience excessive work pressure.
- 24.5% of the respondents are agree that they work for long hours, on overtime and even on holidays.
- 65.5% of the respondents are neither agree nor disagree that they are unable to meet out the demands of their job.
- 59.1% of the respondents are agree that they spend so long at work that their outside relationships are suffering.

- 58.2% of the respondents are agree that they are so busy to they find it increasingly difficult to concentrate on the in front of them.
- 48.2% of the respondents are strongly agree that they feel tired during the day due to excessive work load.
- 71.8% of the respondents are agree that they feel comfortable to work with latest technologies in the organization.
- 58.2% of the respondents are agree that they feel insecure in the working environment.
- 66.4% of the respondents are agree that they receive support from their boss, colleagues and juniors.
- 71.8% of the respondents are agree that their relationship with colleagues and peers is smooth and cordial.
- 59.1% of the respondents are strongly agree that working environment of team is good for career growth.
- 44.5% of the respondents are disagree that they like to resign themselves from the current job in a year.
- 40.9% of the respondents are strongly agree that they will probably resign themselves from the current job in a year.
- 29.1% of the respondents are strongly disagree and 25.5% of the respondents neither agree nor disagree that they like to work for some the company but in the same sector that they currently working.
- 43.6% of the respondents are agree that they like to switch to other business or sector.
- 46.4% of the respondents are agree that they looked for other jobs after they entered the current company.
- 63.6% of the respondents are neither agree nor disagree that they like to continue in the organization for long period.

5.2 SUGGESTIONS & RECOMMEDATIONS

Results depict that employee turnover intentions are positively related with job stressor. With the increase in job stress employee turnover intention increases if organizations are willing to retain their intellectual capital they should reduce the job stressors which may causes the job stress and this lead to employee turnover. Another major factor is workload which is positively related to the employee turnover intention. Workplace environment is also a key factor to retain employees. But, this study result proved that good and healthy working environment and good working environment will lead to reduce employee attrition. Employees working experiences not related to change other business or sector. Moreover, job stress is the major reason of employee attrition, job stress may arise on the over workload so recruiting more people's in organizations will be decreases the attrition level and job stress.

5.3 CONCLUSION

Employees are the backbone of the organization. In this study, understand that working environment in organization had a good relationship with employees and there is no negative influence in working environment. But the job stress related to employee attrition. Job stress may be arise overload work. If the organization recruiting more people to the organization, may be other employees stress can be reduce. In other way, employees use their emotional intelligence to relive their stress and it's also good to their mental and physical health.

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ANNEXRE-QUESTIONNAIRE

1. NAME

2. GENDER

- Male
- Female

3. AGE

- 18-25 years
- 26-35 years
- 36-45 years
- 46-55 years
- Above 55 years

4. EDUCATIONAL QUALIFICATION

- Diploma
- UG
- PG
- Technical
- Professional

5. WORKING EXPERIENCE

- Less than 1 year
- 1-3 Years
- 3-6 Years
- 6-10 Years
- More than 10 Years

6. JOB STRESS:- I OFTEN FEEL STRESS AT WORK

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

7. THE JOB DIFFICULTY USUALLY BRINGS ME SLEEPLESSNESS

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

8. MY JOB MAKES ME NERVOUS

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. I FEEL EXHAUSTED AFTER DAILY WORK

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. IT'S HELPFUL FOR MY HEALTH IF I CHANGE MY JOB

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

11. FEEL WEAK AND DISPIRITED AT WORK

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

12. I FEEL MORE HOT-TEMPERED AT WORK

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

13. I FEEL DEPRESSED AND UNHAPPY AT WORK

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. WORK OVERLOAD:- I EXPERIENCE EXCESSIVE WORK PRESSURE

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

15. I WORK FOR LONGHOURS, ON OVERTIME AND EVEN ON HOLIDAYS

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

16. I AM UNABLE TO MEET OUT THE DEMANDS OF MY JOB

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

17. I SPEND SO LONG AT WORK THAT MY OUTSIDE RELATIONSHIPS ARE SUFFERING

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

18. I'M SO BUSY I FIND IT INCRESINGLY DIFFCULT TO CONCENTRATE ON THE IN FRONT OF ME

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

19. IF FEEL TRIED DURING THE DAY DUE TO EXCESSIVE WORK LOAD

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

20. WORKING ENVIRONMENT:- I FEEL COMFORTABLE TO WORK WITH LATEST TECHNOLOGIES IN THE ORGANIZATION

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

21. I FEEL INSECURE IN THE WORKING ENVIRONMENT

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

22. I AM ABLE TO RECEIVE SUPPORT FROM MY BOSS, COLLEAGUES AND JUNIORS

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

23. MY RELATIONSHIP WITH COLLEAGUES AND PEERS IS SMOOTH AND CORDIAL

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

24. WORKING ENVIRONMENT OF TEAM IS GOOD FOR CAREER GROWTH

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

25. TURNOVER INTENTION:- I LIKE TO RESIGN MYSELF FROM THE CURRENT JOB IN A YEAR

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

26. WILL PROBABLY RESING MYSELF FROM THE CURRENT JOB IN A YEAR *

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

27. I LIKE TO WORK FOR SOME THE COMPANY BUT IN THE SAME SECTOR THAT I AM CURRENTLY WORKING *

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

28. I LIKE TO SWITCH TO OTHER BUSINESS OR SECTOR

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

29. I HAVE ACTUALLY LOOKED FOR OTHER JOBS AFTER I ENTERED THE CURRENT COMPANY

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

30. I LIKE TO CONTINUE IN THE ORGANISATION FOR A LONG PERIOD

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree