**“THE IDEOLOGICAL EVOLUTION OF ATTITUDES,JOB SATISFACTION&MENTAL STRESS AMONG NEW GRADUATES”**

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ABSTRACT:

 In an era in which rising costs, shrinking budgets, and personnel shortages are common, it is increasingly important to provide a positive work situation to ensure worker stability. Research indicates that job burnout is a negative response that is harmful to the employee and to the organization. Depersonalization, emotional exhaustion, and feeling a lack of accomplishment at work are all dimensions of job burnout. This study examined the association of job involvement, job stress, job satisfaction, and organizational commitment with burnout among correctional staff. The findings highlight the significance of these variables in relation to burnout. Specifically, job satisfaction had an inverse relationship with emotional exhaustion, depersonalization, and a sense of reduced accomplishment at work, whereas job stress had a significant positive relationship with depersonalization and emotional exhaustion. Job involvement also had a positive association with emotional exhaustion, whereas commitment to the organization had no relationship with any of the three dimensions of burnout.

Administered questionnaires to 291 scientists working in research and development
laboratories. Results of a factor analysis indicate that job-involvement attitudes, higher order
need-satisfaction attitudes, and intrinsic-motivation attitudes should be thought of as
separate and distinct kinds of attitudes toward a job. These 3 types of attitudes related
differentially to job design factors and to job behavior. Satisfaction proved to be related to such job characteristics as the amount of control the job allowed the holder and the degree

The purpose of this study was to examine the relationship between teacher autonomy and on-the-job stress, work satisfaction, empowerment, and professionalism. Using a reliable and valid measure of curriculum autonomy and general teaching autonomy (TAS), it was found that as curriculum autonomy increased on-the-job stress decreased, but there was little association between curriculum autonomy and job satisfaction. It was also demonstrated that as general teacher autonomy increased so did empowerment and professionalism. Also, as job satisfaction, perceived empowerment, and professionalism increased, on-the-job stress decreased, and greater job satisfaction was associated with a high degree of professionalism and empowerment. The results of this study also indicate that autonomy does not differ across teaching level (elementary, middle, high school).

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1.INTRODUCTION

Job satisfaction was assessed using the single measurement item proposed by [Wanous et al. (1997)](https://www.frontiersin.org/articles/10.3389/fpsyg.2021.730147/full#B40), namely “overall, how satisfied are you with your current job.” The measurement also uses the Likers scale from 1, “very dissatisfied” to 5, “very satisfied.” Higher scores indicate higher job satisfaction. This item had adequate reliability

Research Objective To identify the significance of the relationships among the proposed variables i.e. destructive leadership, emotional exhaustion, job stress and job satisfaction and its scope in order to carry out the consequent effects both on employees and organization.

Human resources are important assets for organizations where the role of human resource management is to maintain and improve employee performance. Employee performance will affect the achievement of company goals that have been set. Very low employee performance will cause the company to experience losses which can then end with the closure of the company.

In the world of work, work stress problems are often experienced by employees and have an effect on employee performance, while the employee performance is influenced by many things including, work stress, work culture and job satisfaction (Kazmi et al., 2008, and Yusnimar & Mandeni, 2015). Tsai (2018), Huang et al. (2018), Van et al. (2018), Monee & London (2018) and Buchanan & McCalman (2018) suggest that high job satisfaction will improve performance.

II.EVOLUTION OF ATTITUDES

The largely dominant meritocratic paradigm of highly competitive Western cultures is rooted on the belief that success is mainly due, if not exclusively, to personal qualities such as talent, intelligence, skills, smartness, efforts, willfulness, hard work or risk taking. Sometimes, we are willing to admit that a certain degree of luck could also play a role in achieving significant success. But, as a matter of fact, it is rather common to underestimate the importance of external forces in individual successful stories. It is very well known that intelligence (or, more in general, *talent* and personal qualities) exhibits a Gaussian distribution among the population, whereas the distribution of wealth — often considered as a proxy of success — follows typically a power law (Pareto law), with a large majority of poor people and a very small number of billionaires. Such a discrepancy between a Normal distribution of inputs, with a typical scale (the average talent or intelligence), and the scale-invariant distribution of outputs, suggests that some hidden ingredient is at work behind the scenes. In this paper, we suggest that such an ingredient is just randomness. In particular, our simple agent-based model shows that, if it is true that some degree of talent is necessary to be successful in life, almost never the most talented people reach the highest peaks of success, being overtaken by averagely talented but sensibly luckier individuals. As far as we know, this counterintuitive result — although implicitly suggested between the lines in a vast literature — is quantified here for the first time. It sheds new light on the effectiveness of assessing merit on the basis of the reached level of success and underlines the risks of distributing excessive honors or resources to people who, at the end of the day, could have been simply luckier than others. We also compare several policy hypotheses to show the most efficient strategies for public funding of research, aiming to improve meritocracy, diversity of ideas and innovation.

**THE LUCK IN “TALENT VERSUS LUCK” MODELING**

the Talent versus Luck (TvL) model described by [Plucking *et al.* Talent versus luck: The role of randomness in success and failure, *Adv. Complex Syst.***21** (2018) 1850014] which models the relationship between ‘talent’ and ‘luck’ on the impact of an individuals career. It is shown that the model is very sensitive to both random sampling and the choice of value for the input parameters. Running the model repeatedly with the same set of input parameters gives a range of output values of over 50% of the mean value. The sensitivity of the inputs of the model is analyzed using a variance-based approach based upon generating Cobol sequences of quasi-random numbers. When using the model to look at the talent associated with an individual who has the maximum capital over a model run it has been shown that the choice for the standard deviation of the talent distribution contributes to 67% of the model variability. When investigating the maximum amount of capital returned by the model the probability of a lucky event at any given epoch has the largest impact on the model, almost three times more than any other individual parameter. Consequently, during the analysis of the model results one must keep in mind the impact that only small changes in the input parameters can have on the model output.

III) JOB SATIFICATION

Hop pock defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job (Hop pock, 1935). According to this approach although job satisfaction is under the influence of many external factors, it remains something internal that has to do with the way how the employee feels. That is job satisfaction presents a set of factors that cause a feeling of satisfaction.

Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires and experiences which determinates expectations that he has dismissed. Job satisfaction represents the extent to which expectations are and match the real awards. Job satisfaction is closely linked to that individual's behavior in the work place (Davis et al.,1985). Job satisfaction can be considered as one of the main factors when it comes to efficiency and effectiveness of business organizations.

FACTORS OF JOB SATISFACTION Job satisfaction is under the influence of a series of factors such as:The nature of work, Salary, Advancement opportunities, Management, Work groups and Work conditions. A somewhat different approach regarding the factors of job satisfaction is provided by Rue and Bears, Figure 4. When talking about factors of job satisfaction the fact that they can also job dissatisfaction must be kept in mind. Therefore the issue weather job satisfaction and job dissatisfaction are two opposite and excusable phenomena? There is no consensus regarding this issue among authors. Herzberg’s Two Factor Theory is probably the most often cited point of view. In fact the main idea is that employees in their work environment are under the influence of factors that cause job satisfaction and factors that cause job dissatisfaction. Therefore al factors that have derived from a large empirical research and divided in factors that cause job satisfaction (motivators) and factors that cause job dissatisfaction (hygiene factors),) - Manager’s concern for people - Job design (scope,depth,interest, perceived value) - Compensation (external and internal consistency) - Working conditions - Social relationships - Perceived long-range opportunities - Perceived opportunities elsewhere - Levels of aspiration and need achievement Job satisfaction/dissatisfaction Commitment to organization Turnover, absenteeism, tardiness, accidents, strikes, grievances, sabotage etc

Data relevant to 5 separate areas of a worker's job satisfaction (satisfaction with: work, pay, promotion opportunities, co-workers, and supervision) and 6 independent variables (age, tenure on the job, tenure with the company, job level, salary, and salary desired minus salary received) were gathered from a sample of 185 male workers and 75 female workers employed in 2 plants of an electronics manufacturing firm in New England. Multiple-regression analyses were done on these data to determine the validity of two hypotheses of Herzberg that age and tenure bear **U**-shaped relationships to job satisfaction. No support was found for these hypotheses. For the male workers a linear model of job satisfaction predicted work and pay satisfaction. None of the other dependent variables for the male or female workers could be predicted significantly and consistently

IV) MENTAL STRESS:

Job burnout is a prolonged response to chronic emotional and interpersonal stressors on the job and is defined here by the three dimensions of exhaustion, cynicism, and sense of inefficacy. Its presence as a social problem in many human services professions was the impetus for the research that is now taking place in many countries. That research has established the complexity of the problem and has examined the individual stress experience within a larger social and organizational context of people's response to their work. The framework, which focuses attention on the interpersonal dynamics between the worker and other people in the workplace, has yielded new insights into the sources of stress, but effective interventions have yet to be developed and evaluated.

During the last decade, the events of violence against healthcare providers have been escalated, especially in the areas of conflicts. This study aimed to test the impact of conflict-related and workplace-related violence on job satisfaction among Iraqi physicians.

**Methods:**A cross-sectional study with a self-administered survey was conducted among medical doctors in Iraq from January to June 2014. Participants (n=535, 81.1% response rate) were selected at random from 20 large general and district hospitals using a multistage sampling technique.

**Conclusion:**Our results suggest that work-related variables and workplace violence do affect job satisfaction. Specifically, when physicians have been physically attacked, verbally abused, bullied, and racially harassed, their job satisfaction decreases significantly.

The extant research on emotional labor (EL) has focused on positive and negative outcomes observed in the workplace; however, many fundamental questions remain unanswered. The research has yet to consider what factors buffer the negative outcomes of EL. The purpose of this paper is to investigate the relationship between workload job demand and employee well-being with mediating effects of surface acting (SA) and moderating effects of emotional intelligence (EI) in service organizations.

MATERIALS AND METHODS: The presentation of this systematic review is in accordance with the PRISMA statement. The methodological quality of the selected studies was assessed with specific rating tools: INSA, Newcastle Ottawa Scale, JADAD scale, and AMSTAR. English publications only were selected. No restrictions applied for publication type. Reviewers excluded articles not concerning the following topics: WRS prevention, WRS risk factors and mental disorders among physicians. Reviewers also excluded findings of less academic significance, editorial articles, individual contributions, purely descriptive studies published in scientific conferences. RESULTS: Online search returned 4748 references on the following databases: PubMed (1638), Scopus (3108) and Cochrane Library (2). 36 studies were included in this review (thereof, 13 reviews and 23 original articles). Narrative reviews were rated on the INSA scale. The mean, median, and modal rating was 6. This indicates an intermediate-high quality of these studies. Systematic reviews were rated on the AMSTAR scale. The mean and median rating was 9, and the modal rating was 8. This indicates a high quality of these studies. The scores assigned to the original articles have a mean, median, and modal rating of 7. This also indicates an interme

CONCLUSIONS: Work-related stress and mental disorders seem to be widespread among medical practitioners. It is already a priority to adopt preventive measures against these phenomena. However, there is still no consensus on what the most effective measures are. Additional research is needed to formulate evidence-based recommendations.

Additional research is needed to identify appropriate evidence-based measures to address physician distress at both the individual and organizational level. The authors conclude that there is no single approach or remedy suitable for all situations. It is always essential to perform a risk assessment to identify the risk factors and choose the best preventive measures for different contexts. Future studies will clarify which interventions or combinations of interventions are most appropriate for the medical professionals. This review summarizes the strategies that medical doctors use to prevent psychological distress, burnout, and work-related stress (Table IV). However, there are a few limitations. The first limitation is the low number of studies matching the inclusion criteria. Furthermore, burnout and WRS are often quantified using non-validated or “non-specific” tools. As a result, making comparisons between studies is difficult.

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