

Job Stress among Immigrants

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Abstract

People generally migrate to another place in search of employment. While work in a host country has benefits, migrants frequently face extensive difficulties as they learn and acclimate to the standards and values of the host culture. Specifically, migrants may confront the “double jeopardy” of managing stressors identified with both working in a new country just as to living in the new society. The impact of such work-related stress on job satisfaction has not been analyzed among immigrant employees. This relationship is probably going to be not the same as that of local conceived populaces. This examination analyzed the relationship of job stress on job satisfaction, job motivation, organizational commitment, and turnover of immigrants residing in Azerbaijan. Information was gathered by methods for an organized survey (N=325). Results commonly upheld the expectation that work stress will be positively related to turnover, and negatively related to job satisfaction, job motivation, and organizational commitment. Impact of the outcome for stress management and for future examination in the race-ethnic region are featured.

Keywords: *Job stress, Job satisfaction, Job motivation, Organizational commitment, Immigrants, Azerbaijan*

1. Introduction

Individuals relocate to seek a better life, however, the experience of leaving a familiar setting and changing in accordance with another one is tense. Most examinations on immigration have focused on the psychological and social adjustment of settlers to the host country [1], and moderately few have inspected how satisfied they are with their job positions and how this affects their prosperity.

The significance of work for the people, their lives, and their feeling of prosperity has been well argued [2, 3, 4]. The midst of work to the foreigners' prosperity is self-evident. Aside from turning out a revenue, work provides a contingency for social interaction and involvement with the host society. In addition, work improves the foreigners' dynamic role in the host society, their personality, and confidence [5], and contemplates show that the absence of employment is related to the psychological stress felt by numerous migrants [6,7].

In economic studies, adaption alludes to the process whereby migrants get skills and acquire knowledge that improves their pay and financial status [8]. In this way, the focal point of these examinations is on factors, for example, labor market, wages, employment rate, and job distinction [9,10]. Analysts additionally contemplate that work-related anxiety brings about organizational issues of workforce' job dissatisfaction, high non-absenteeism, burnout, and turnover, low job performance, and organizational commitment [11,12].

Recently ethnic diversity in the workforce has become an unavoidable truth around the world and an increasing number of employed immigrants have been observed in Azerbaijan in different sectors. Therefore, this study investigates that whether or not migrants are satisfied with their job positions. As work is the fundamental purpose behind global movement so this research plans to fill the hole in existing work by examining job-related prosperity and job satisfaction.

2. Literature Review

Job stress means a specific person's consciousness or feeling of malfunction because of sensed conditions or happenings in the work setting [13]. Job stress is deemed to be pernicious from a physical and emotional perspective. It uses to occur when there is a conflict between job requirements and the employees' capabilities, resources, or needs [14]. Physical hazards in the work environment can be related to the uneasiness that, thus drives encountering business-related pressure. Psychosocial perils incorporate variables related to work plan, association, and management along with work environment and social construction that can affect people negatively [15].

In the modern age, pioneering organizations contemplate job stress and job satisfaction of their employees as a crucial workplace issue [16]. Job stress associated with individual socio-demographic factors, job characteristics, and personality traits [17]. Job-related pressure normally impacts individual and organizational issues involving social, mental execution, work fulfillment, and organizational commitment [18]. Job-related stress is an imperative factor to work fulfillment. When functioning as a motivator, work-related stress can eliminate innovativeness and fulfillment. Stress induces animosity and low job satisfaction as a capacity of a negative factor [19].

Job satisfaction is an emotive orientation that an employee has towards his/her work. It can be conceived as a general inclination about the work or as a connected configuration of perspectives about the diverse dimensions of the job [20]. It is generally seen that job stress and job satisfaction have been strongly related where the previous one affecting the degree of employees' satisfaction with the work specifically, and with the organization by and large [21]. Stress influences the employees working conditions which leads an individual to distracted from normal duty performance caused by a switch (i.e. disrupt or enhance) in his/her psychological and/or physiological state [22].

The human resources of an organization assume crucial in accomplishing the association objective. But these days, Job stress causes numerous issues at a personal level and at an authoritative level that influence organization commitment [23]. The burden of work and time strain to meet the deadline of job assignment is a major cause of occupational stress which results in lower organization commitment. At the point when the task is consigned to a representative and it applies tension on him/her to finish the work task as expected and give him/her no opportunity to finish the job as indicated by his/her convenient timetable then a worker sees his/her work more unpleasant [24].

Immigrants normally consider more vulnerable to stress in the host country. Immigrant abuse in the working environment is not uncommon in the form of excessive workloads, low pay, overqualification, and poor working conditions [25]. Immigrants sustain language barriers, cultural shock, legal status, and insecure jobs. In the workplace, Immigrant employees encounter employer discrimination based on race, ethnicity, and immigration status. This distinction can lead to a risk for work-related injury and illness [26].

3. Methods

Data for this research paper were collected from migrants living in Baku, Azerbaijan by means of a structured questionnaire. With one follow-up, 325 (48 percent) completed questionnaires were returned. The majority of respondents were male (86

percent), married (72 percent) and different citizens (81 percent). The average respondent was 35 years of age. 46 percent of the sample had graduate education and only 18 percent had the below high school education (grade 12 or lower). The Respondents reported a variety of mother tongues including Persian (36 percent), Arabic (30 percent), Russian (14 percent), Hindi (5 percent), Urdu (3 percent), Turkish (3 percent) and miscellaneous (9 percent).

Measures:

- *Job satisfaction:* The Job satisfaction was evaluated by employing the Hoppock Scale [27] and the scale has 4 items and each item has from 1-7 scale points. So, a higher score on this scale suggested a higher level of the job satisfaction.
- *Job motivation:* The Job motivation was evaluated with 7-item scale assumed from Guion and Landy [28]. The answer option varied from 1 to 5 and a higher score showed a higher degree of the job motivation.
- *Organizational commitment:* The Organizational commitment was evaluated with the Porter Scale [29] and the scale has 15 Likert-type points, with the response types varying from the strongly agree to strongly disagree. So, this scale is generally used in management research and has great psychometric properties. Therefore, a higher score on this scale showed a higher degree of the organizational commitment.
- *Turnover motivation:* The turnover motivation was assessed with the one-item global measure of questioning the respondent to give his/her probability of the staying with the similar employer two years from the day that the questionnaire was answered. This quantity has been reported as a practically valid measure of the actual turnover. So, a higher score in this measure showed a higher probability of leaving the current organization.
- *Job stress:* The Job stress was measured with a 13-item scale which was developed by Parker and Decotiis [30]. Which is also a Likert-type measure with 1-5 response preferences indicating strongly agree to strongly disagree. So, a higher score on this scale showed a higher degree of job stress.

4. Results

In Table 1. the means, standard deviation and alpha reliability coefficients (for scales with multiple items) job satisfaction, job motivation, organizational commitment and job stress and turnover motivation are presented.

<i>Variable</i>	<i>No. of items</i>	<i>Means</i>	<i>SD</i>	<i>Alpha reliability</i>
Job Satisfaction	4	19.26	4.01	0.82
Job Motivation	7	23.33	3.38	0.5
Org commitment	15	45.5	7.24	0.74
Turnover Motivation	1	2.45	1.39	
Job Stress	13	32.1	9.31	0.89

Table 1. Means, Standard Deviations and reliability coefficients of study variables

Reliability coefficients varied from 0.50 (job motivation) to 0.89 (job stress). The job motivation scale was found to be less reliable than other scales used in the present study, so it was nevertheless retained for further analyses because of its reasonable reliability reported in the literature and its extensive usage.

The Pearson correlations between job stress and 6 dependent variables are presented in Table 2. As predicted, job stress was significantly negatively correlated with job satisfaction, job Motivation and organizational commitment.

<i>Variable</i>	<i>Correlation</i>	<i>Significance level</i>
Job Satisfaction	-0.41	p<0.01
Job Motivation	-0.2	p<0.01
Org commitment	-0.25	p<0.01
Turnover Motivation	0.18	p<0.01

Table 2. Relationship between job stress and dependent variables (N=325)

Furthermore, job stress was found to be positively correlated with the turnover motivation. Therefore, the hypothesis was clearly supported by the data in this paper. A nearby examination of the data throughout the subgroup analysis exposed that in all 4 significant interaction effects. It is attractive to note that all important interaction effects elaborate variables which are vital to employing organizations such as the job motivation, job satisfaction, organizational commitment, and turnover motivation.

5. Conclusion

The results of our paper indicated that job stress was positively related to turnover motivation and negatively related to the job motivation, job satisfaction and organizational commitment between employed Migrants in Azerbaijan. These findings are in whole agreement with the bulk of the existing studies on the job stress. Before these findings are discussed further, a note of cautiousness is warranted about perceptual nature of the measures used in the current study. Additionally, it should also be recognized that our findings might be inadequate to the sample population investigated.

Our findings indicate that job stress is significantly related to the work attitudes like, job motivation job satisfaction, organizational commitment and turnover motivation are frequently reported in stress literature [31]. The results are replicated between immigrants in Azerbaijan is not surprising, because when the individuals identify their job as psychologically frightening and harmful, it is very doubtful for them to tell that they are satisfied with their jobs and similarly, when jobs are supposed as being unpleasant and hurried, it is logical for people to exhibit less liking for those jobs. Therefore, it becomes quite practical to experience low job fulfilment, and exhibit marginal inspiration and the organizational commitment as well as higher desire to leave the current organization, when challenged with chronic high job stress. The findings of the job stress are though unique to the current study, may be interpreted as an additional support to the persistent effects of job stress on the employees' well-being and work behaviors [32].

Eventually, from the managerial viewpoint, the same argument might be suggested for gender variances in work-related behavior. Gender can't be used as a foundation for employment decisions [33] also. But, by learning any differences between employees because of sociodemographic variables such as age, gender, race, marital status, religion, etc., we add to our knowledge of workforces' behavior. These extra knowledges might help organizations and managers to understand their employees well and these understanding may lead to further desirable work results in an increasingly different workforce in Azerbaijan and perhaps in other countries.

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