

Occupational Stress and its Impact on the Succession of Entrepreneurs in the Jaffna District

Prof.K.Thevarajah,

Department of Commerce, Faculty of Management Studies and Commerce, University of Jaffna

Abstract

Occupational stress is ubiquitous at work places and has recently gained numerous researches because of the impact it has on the succession of entrepreneurs. Unlike developing and newly industrialized countries, most advanced countries are becoming more familiar with the phenomenon and how to manage it. Systematic quasi – random sampling technique selected every second customer to enter to reload center and mobile service providing companies on a day of the survey. The sample correlation coefficient between response variable and the predictor variables is 0.924. For this model the amount of variation in the response variable is 85.4% which is explained by predictor variables. The stress which has an impact on success of the organization has to be managed into, an optimum level, in order to sustain the entrepreneurship that is what the stress management became potential to career success.

Keywords: Occupational stress and succession of entrepreneurs

Background of the Research

Entrepreneurship is the process of using private initiative in to transform a business concept to a new venture. Entrepreneurship includes sole proprietorship, partnership, companies, cooperatives and corporation. But here, for this research sole proprietorship, partnership and companies are mainly considered. Now a day even though the scarcity of resources, high level of unemployment, and lack of capital available are the major barriers in this society, the entrepreneurship is the best way to overcome those barriers. Today, the entrepreneurship is developing very quickly in all countries. In those days the entrepreneurship programs are implemented in some developing countries such as china as well as in developed countries like US. But at the time the entrepreneurship was not widely spread in Sri Lanka. Now, in Sri Lanka the entrepreneurship is widely spread out in all districts. In Jaffna, since the tendency of youth, is becoming entrepreneur rather than looking for employment opportunities a large number of entrepreneurships are established. For this research, entrepreneurship are classified into three, there are:

- Small scale entrepreneurship
- Medium scale entrepreneurship
- Large scale entrepreneurship

More than thousands of entrepreneurs are running their business in Jaffna. Recently, after the 30 years of war, there is a rapid change in numbers of entrepreneurship in Jaffna district. The success of entrepreneurs in determined by a numerous factors, but .the major factor which determines the success of entrepreneurs is entrepreneurial stress, which plays a major role on Jaffna entrepreneur's success. The stress which has an impact on success of the organization has to be, managed into optimum level, in order to sustain the -entrepreneurship. That is what the stress management became potential to career success. This research focuses on managing stress into an - optimum level and increase- degree of success of the entrepreneurship in Jaffna district. The research problem focused here in entrepreneurial stress affect the success of the entrepreneurs based on the research problem. The following question can be made.

- Whether the occupational stress has impact on the success of the entrepreneurs?
- What factors cause the stress?
- Is there any relationship between stress and success of the entrepreneurs?

Modern organizations operate in increasingly competitive environment. To survive and grow in such an-environment. Organizations need to be aware of changes. Small business plays an important role in .the under developed countries. A major problem prevailing in these countries is the unemployment which has motivated many people to start small business. Hence, this research may be significance in the following ways. This may be basis for the future researches to conduct their deep research; this research identifies the ways to business success. So *it* helps to the new entrepreneurs, since this research identify the occupational stress causing factors, it worthwhile to entrepreneurs to be aware of their factors. This research also analysis about how to keep stress wrecking your business. So, it will be very helpful to deal with stress to entrepreneurs. Since only a handful of researches have done in this field, this study is very essential to the Jaffna district people.

Objective of this study

The main objectives of this study are as follows:

- To identify the problems faced by entrepreneurs in carrying out their business.
- To identify the level of stress and the factors causing stress among entrepreneurs.
- To find out the relationships between occupational stress and the entrepreneur success.

Literature

An entrepreneur is a person who vision a particular business venture and then goes on to create it, basically, the originator of a new business venture and a new organization for that venture. The entrepreneur perceives opportunities that other business executives do not see or not care about it. Around 1300, J.B Say coined the term "entrepreneur" to denote one who shifts economics resources out of an area of lower and into an area of higher productivity and greater yield (Drucker, 1985, p. 23).

Schumpeter was the only prominent economist, placed the entrepreneur in the center of his theory of economic development, making him the mechanism of economic change. Schumpeter stressed that the entrepreneur is not manager who supervises, the 'production process carrying out routine activities on the basis of past experience without any idea of change, but one who risk un-certainty and engages in activities that have flat been undertaken before. In short, an entrepreneur in one who makes "new combination" in production therefore, entrepreneurial activity is a destabilizing force which starts the process of "creative destruction", the essence of. Economic development Herbert and link define the entrepreneur as someone-who "specialize in taking responsibility for making judgmental decisions that affect the location, from and use of goods, resources or institutional" (Herbert and Link, 1989, p.47).

Vesper defines entrepreneurs as persons who "increase competition, challenging the existing .firm seek niche'~, where are-unsatisfied 'needs in the market place, transfer technology, create new' idea and implement them; induce investment and with it need jobs" (Vesper, 1983; p. 1).

There are almost many definition of entrepreneurship as there are scholarly books on the subject (Byrs 1993, p.3). Entrepreneurship is not a new concept. It can be traced back as far as the 18th century. Entrepreneurship can be defined as a creative behavior (self-managed or managerial) aimed at assuring the survival and the development of the enterprise satisfying the needs do all actors, and for these purpose making effective use of all the necessary resources, such as man power materials, energy, machinery, finance, information etc.

In a more narrow sense, entrepreneurship is profit oriented behavior of enterprise and their owners and managers, (These two definitions are not contradictory, but complementary) some later that the ability to deal with uncertainty (Schultz, 1980, p.443)

Timmons defines entrepreneurship as the "ability to create and build something from practically nothing. It is initiating, doing, achieving, and building an enterprise or an organization...." (Timmons, 1989, p.1)

Pinchot sees entrepreneurship as a key concept for the competitiveness of big corporation, which entrepreneur maintains must transform themselves into umbrella under which numerous small entrepreneurial groups interacts in voluntary patterns too complex and synergistic to be planned from above" (Pinchot, 1985 p.11).

Hayek views entrepreneurship-in the same-way as kirzner a stabilizing force which helps to bringmarket closer to equilibrium and which make the market process work more smoothly (Herbert and Link, 1989).

Drucker defines entrepreneurship as' perceptiveness to change and the entrepreneur as one who "always searches-for change, responds to it, and exploits as opportunity (Drucker. 1985, p.28). Stevenson defines 'entrepreneurship as the "process of creating value by pulling together a unique package of resources-to-exploit an opportunity" (Stevenson 1981, p.16). Vesper views entrepreneurship as a. process which "introduces new independent competitors to established, both small and large" In short entrepreneurship can be defined in two broad categories: first, as the productive of creating new products or service within existing enterprises, and second as the practice of creating new, products, technologies and markets within newly created enterprises (Prokopenko,1989, p.42)

Depending on the degree entrepreneurial activity, different types of entrepreneurship can be stated. They are: administrative entrepreneurship, opportunity entrepreneurship, acquisitive entrepreneurship, incubative entrepreneurship and initiative entrepreneurship.

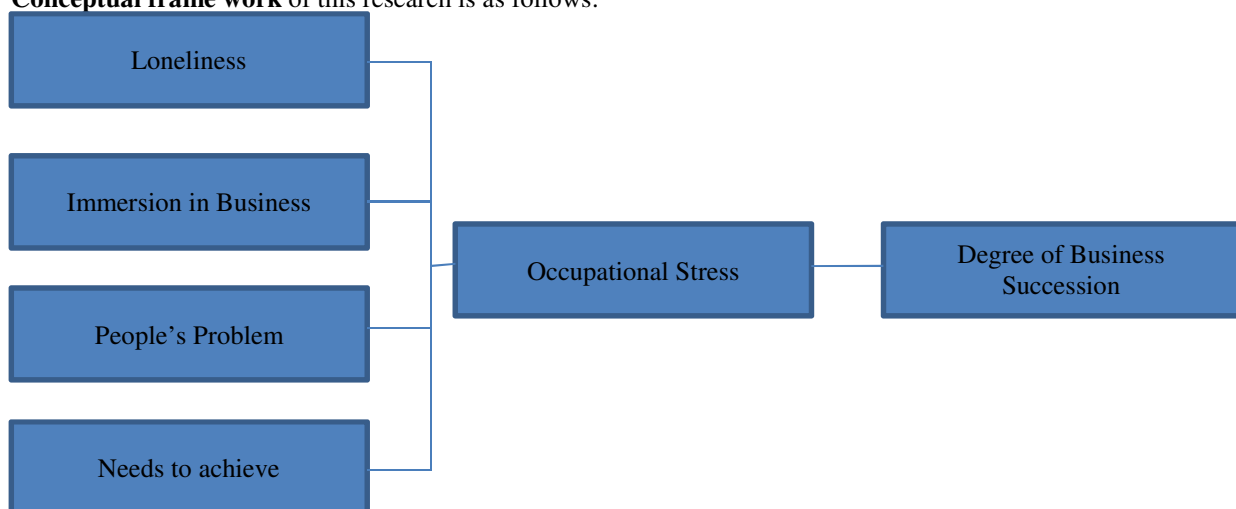
The World Health -Organization and the international labour organization in their annual report have stated that in the developed countries 30 to 50 of the workforce / managers/ entrepreneursufferfrompsycHoI6gical stress and mental over load. In countries which have economiic transition like 'Sri Lanka with increasing numbers taking to the commerce and business sector and with the added stress of violence, crime mental trauma, poverty, urbanization and the dislocation of homes, a high level of psychological stress could be expected, leading to some undesirable outcomes such as failure of the business and low level performance. Stress to entrepreneurs becomes a health problem only when the entrepreneur is unable to cope .in the light of the organizational environment and personal factors.Stress' is a situational force that acts on a person,

creating physiological and / or behavioral deviations for organizational participants. Stress is something people should seek out rather avoid. Because stress has a positive as well as negative side.-The key is how the person handles the stress.

Hans Selye (1956) recognized as the father of modern stress .research has defined stress as "the non-specific response of the body to any demand made upon it". Lazarus (1966), maintains that "stress occurs when there are demand on the persons which tax or exceeds his adjustment resources". Mc Grath (1976) explains "there is a potential for stress when an environmental situation is perceived as presenting a demand which threatens to exceed the person's capacities and resources for meeting it, under condition where he has expected a substantial in the rewards and cost from meeting the demand versus meeting it".

Stress is desirable to an entrepreneur, because, it helps to perform the particular task efficiently and effectively. It motivates an-entrepreneur to 'face the challenges in the organization.

Conceptual frame work of this research is as follows:



Based on the variable given in the above conceptual model, the following hypotheses were identified for testing.

H1: Jaffna entrepreneurs 'experience high level of stress in running their business.

H2: Higher the level of occupational stress, lower the degree of success of entrepreneurs.

Methodology

Data collection

The primary and secondary data were collected for the survey. Primary data were collected through questionnaires and secondary data were collected from books, journals, magazine and etc. The total population of Jaffna district is six hundred and fourteen thousand (614,384). Systematic quasi – random sampling technique selected every second customer to enter to reload center and mobile service providing companies on a day of the survey.

Discussion

The sample correlation coefficient between response variable and the predictor variables is 0.924. For this model the amount of variation in the response variable is 85.4% which is explained by predictor variables. Based on the finding of the study, there are a few key points that can be used to conclude this research paper. It is very important that the occupational stress and its impact on the succession of entrepreneurs in Jaffna peninsula. This research is conducted among a sample of Jaffna entrepreneurs. The sample is selected from entrepreneurs who are running their business in Jaffna district. The sample size is limited the fifty entrepreneurs. The selections of the organizations are from Jaffna district and only from town areas.

The succession of entrepreneurs is determined by numerous factors, such as occupational stress, risk taking, new venture, business growth, and investment pattern but the major factor which determines the success of entrepreneurs is occupational stress, which plays a major role on Jaffna entrepreneur's success.

The stress which has an impact on success of the organization has to be managed into, an optimum level, in order to sustain the entrepreneurship that is what the stress management became potential to career success. This research focuses on managing the stress into an optimum level and increase the degree of success of the entrepreneurs in Jaffna district.

Reference

- Abbas G. S., Farah A. Sposito-Apkinar C. (2013). Measuring the Immeasurable! An Overview of Stress & Strain Measuring Instruments. *Mediterranean Journal of Social Sciences*, Vol. 4, No. 10, pp. 480-489
- Affum-Osei E., Asante E. A, Forkuoh K. S. (2014). Perceived Stress and Academic Performance of Senior High School Students in Western Region of Ghana. *European Journal of Business and Social Sciences*, Vol. 2, No. 11 pp. 88-101.
- Affum-Osei, Asante E. A., Barnie J. (2014). *Academic Achievement: The Role of Stress, Self-concept and Motivation*. LAP LAMBERT Academic Publishing
- Aghdasi S., Kiamanesh R. A., Ebrahim N. A. (2011). *Emotional Intelligence and Organisational Commitment: Testing the mediatory Role Occupational Stress and Job Satisfaction*. *Social and Behavioural Sciences*, 29, 1965-1976
- Ali Y. T., Hassan A., Ali Y. T. & Bashir R., (2013). Stress Management in Private Banks in Pakistan. *Journal of Emerging in Economics and Management Sciences (JETEMS)*, 4 (3): 308-320. Australian Safety and Compensation Council (2005). *Work-related Mental Disorder in Australia*, Retrieved August 27, 2014 from http://www.safeworkaustralia.gov.au/sites/SWA/about/Publications/Documents/416/Workrelated_Mental_Disorders_Australia.pdf
- Blaug R., Kenyon A. Lekhi R. (2007). *Stress at Work*. A report prepared for the Work Foundation's Principal Partners. The Work Foundation, London
- Wu Y. (2011). Job Stress and Performance among Employees in the Taiwanese Finance Sector. *The role of Emotional Intelligence, Social Behaviour and Personality*, 39 (1), pp. 21-32
- Yahaya L. A., Opekun S. O., & Idowu A. I. (1996). *Stress and Coping Strategies among Employees in Selected Banks in Nigeria*. *The Counsellor*, Vol. 14, No. 1. pp 14-21
- Yozgat U., Yurtkoru S., Bilginoglu E. (2013). Job stress and job performance among employees in public sector in Istanbul: examining the moderating role of emotional intelligence. *Social and Behavioural Sciences*, 75, 518-524.
- Yunus M. J. & Mahajar J. A. (2011). *Stress and Psychological Well-being of Government Officers in Malasia*. *Journal of Human Resources and Adult Learning* Vol. 7, No. 2, pp. 40-50

The IISTE is a pioneer in the Open-Access hosting service and academic event management. The aim of the firm is Accelerating Global Knowledge Sharing.

More information about the firm can be found on the homepage:

<http://www.iiste.org>

CALL FOR JOURNAL PAPERS

There are more than 30 peer-reviewed academic journals hosted under the hosting platform.

Prospective authors of journals can find the submission instruction on the following page: <http://www.iiste.org/journals/> All the journals articles are available online to the readers all over the world without financial, legal, or technical barriers other than those inseparable from gaining access to the internet itself. Paper version of the journals is also available upon request of readers and authors.

MORE RESOURCES

Book publication information: <http://www.iiste.org/book/>

Academic conference: <http://www.iiste.org/conference/upcoming-conferences-call-for-paper/>

IISTE Knowledge Sharing Partners

EBSCO, Index Copernicus, Ulrich's Periodicals Directory, JournalTOCS, PKP Open Archives Harvester, Bielefeld Academic Search Engine, Elektronische Zeitschriftenbibliothek EZB, Open J-Gate, OCLC WorldCat, Universe Digital Library, NewJour, Google Scholar

