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Study on the Current Situation of Working Pressure of Enterprise Employees

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Abstract. Taking the enterprise employees in hubei province as the research object, this paper discusses the current situation and existing problems of work pressure, and issues 470 questionnaires and 461 valid questionnaires. Spss22.0 was used to analyze the collected questionnaires, and it was found that the overall average of work pressure was 3.2204, and most of the employees in hubei province had work pressure below the average, and most of them had job burnout above the average. Based on the research, this paper puts forward the measures to deal with the work pressure of hubei enterprise employees.

1. Introduction

Working pressure is defined as in the process of specific work, individual under pressure to a certain degree of oppression and various stimulus in the corresponding feedback adjustment, considering the result of the individual and the environment interaction, and caused a series of physical and mental reaction on individual behavior, is under the stringent requirements of individual psychological pressure or pain. Along with the accelerating process of economic globalization, enterprises are increasingly complex and changeful external environment, organizational change update gathered pace, working pressure is at an unprecedented degree affect the worker's physical and mental health, can also affect the employee's work attitude and work behavior, and high pressure will make the individual presents many gloomy situation, such as weary, anxiety, restlessness, job performance drop, make employees exhausted. With the continuous understanding of the society's concern about humanism, the increasing attention paid by modern enterprises to work pressure and job burnout just reflects the management concept of "people-oriented". Based on this, this study individual interviews and questionnaire survey as the main way of data collection, using SPSS 22.0 for data entry and analysis, draw lessons from the work pressure indicator OSI, cooper on career development, work responsibility, perfect tendency, task, the nature of the work, a total of five dimension measurement, establish working pressure five models, explore the job stress of enterprise employees in hubei province.



2. Research objects and tools

2.1. The research object

Data of this study were collected from the questionnaire survey on workplace behavior and fatigue from June 2016 to September 2017, and the sampling survey was conducted nationwide with the principle of convenient sampling. A total of 1,650 questionnaires were issued and 1,617 were recovered, with a recovery rate of 98%. The object of this study is Hubei enterprise employees. 470 questionnaires on workplace behavior and fatigue were issued, and 470 questionnaires were returned, with a 100% recovery rate. Among them, 461 questionnaires were valid after the initial deletion of the invalid questionnaires, with a 98% effective rate. The data were classified into 6 types of demographic variables, including gender, age, working years, marital status, education level and job level.

Table 1. Basic information of respondents

project	content
gender	Male 259 (56.2%); female 202 (43.8%)
age	105 persons under 25 years of age (22.8%); 94 persons aged 26 to 30 (20.4%); 120 persons aged 31 to 40 (26.0%); 133 persons aged 41 to 50 (28.9%); 9 persons aged 51 or above (2.0%)
Working fixed number of year	Less than 5 years with 302 persons (65.5%); 93 persons (20.2%) for 6 to 10 years; 43 persons (9.3%) in 11 to 20 years; 20 persons (4.3%) over a period of 21 to 30 years; 3 persons over 31 years (0.7%)
Marital status	159 (35.2%) unmarried; 288 married (63.7%); 5 divorced or widowed (1.1%)
Education level	90 persons under the 9-year obligation of education (19.6%); 94 persons (20.4%) in secondary professional schools, vocational high schools and technical schools; 56 ordinary senior secondary schools (12.2%); 50 students in junior colleges (10.9%); 150 students (32.6%) from universities and colleges; 20 master's degree or above (4.3%)
Job level	152 operators (33.0%) at the base operation level; 102 members of the middle and lower executive layers (22.2%); Middle management 128 (27.8%); 53 middle and senior decision makers (11.5%); 25 senior decision managers (5.4%)

2.2. Research tools

In the study of work pressure, cooper's OSI, a working pressure indicator, was used for reference in the design of enterprise employees in hubei province. This scale adopts Likert5 scoring method to score the work pressure and each dimension. Each question is set as "very nonconformance" to "very conformance" with 5 options, respectively, 1 point to 5 points. The higher the final score is, the higher the work pressure of enterprise employees in hubei province will be.

Table 2. five factors of working pressure

Five factors	Detailed interpretation
The career development	The extent to which an individual's career development is influenced by the organization is related to his or her career development prospects
Work responsibility	Connect with the responsibilities of the job
Perfect tendency	Excessive anxiety and the pursuit of perfection
Work task	Difficulty and challenge are related to the completion of the task
Nature of work	Special stress caused by the nature of the work of the company's employees

The rating coefficients of career development, job responsibility, perfect tendency, job task and job nature were 0.725, 0.754, 0.773, 0.622 and 0.655, respectively. The market coefficient of working

pressure 5 dimension reached 0.6, and the consistency level was acceptable. The validity analysis was mainly conducted by KMO test and Bartlett test, and the KMO test value of the work pressure scale was 0.843, indicating that this questionnaire was more suitable for factor analysis. The approximate chi-square value was 2741.777, the value was relatively large, and the significance probability was 0.000, less than the significance level. Therefore, the work pressure scale was considered suitable for factor analysis, and the validity level was relatively good.

3. Analysis of the working pressure of enterprise employees in hubei province

3.1. Descriptive statistical analysis

Likert5 scoring method is adopted to measure work pressure and each dimension. The median is 3. As shown in table 3, the mean value of work pressure is 3.2204, and the deviation degree of work pressure is 0.356, greater than 0, which represents right bias. The overestimation phenomenon exists in the mean value, indicating that the work pressure of most employees in hubei province is below the mean value. Among them, the pressure of employees in hubei province is slightly lower than the average in terms of work tasks, while the mean value in four aspects of career development, job responsibility, perfect tendency and job nature is higher than the median, indicating that the pressure of employees in hubei province mainly comes from these four aspects.

Table 3. descriptive statistics of working pressure and dimensions

	The average	The standard deviation	skewness		kurtosis	
The career development	3.4852	.46703	-.132	.114	.212	.228
Work responsibility	3.0551	.53702	-.210	.114	.135	.228
Perfect tendency	3.5548	.66782	-.122	.114	.229	.227
Work task	2.7284	.59622	.064	.114	.087	.227
Nature of work	3.1746	.57952	-.115	.114	.387	.228
Pressure of work	3.2204	.31207	.356	.115	.361	.230

3.2. The significance test of the difference between job stress and job burnout in demographic variables

As for the comparison of work pressure at education level, the single factor analysis of variance was used to investigate the influence of education level on work pressure. It can be seen from table 4 that the significance of variance test of work pressure of employees in hubei province with different education levels is 0.000, both less than 0.05. Therefore, significant differences exist in work pressure of employees with different education levels.

Table 4. Single factor variance analysis results of education level on each variable

		Sum of squares	df	Mean square	F	p
Pressure of work	Between groups	2.733	5	.547	5.908	.000
	Within the group	40.893	442	.093		
	total	43.626	447			

The results are shown in table 5: working pressure ranking in order: master's degree and above > university undergraduate college > university junior college > ordinary senior high school > 9-year compulsory education below > secondary professional school, vocational high school, technical school. It indicates that the higher education level is, the greater the work pressure will be. This may be because the higher education level is, the more knowledge and skills will be mastered, the more responsibilities will be undertaken, and the requirements of the enterprise will be more demanding. In addition, we can see that the secondary vocational schools, vocational high school, technical school work pressure than the nine-year compulsory education staff under pressure is small, it may be that the

secondary vocational schools, vocational high school, technical school degree of worker have the technology, made many blue-collar workers, in the enterprise practice ability strong and the pressure is small, the nine-year compulsory education the following enterprise employees have neither good technology, also does not have a high educational background, working pressure.

Table 5. differences in group statistics of variables at education level

Education level		Sample size	The average	The standard deviation	Standard error	95% confidence interval of the mean		The minimum	The maximum
						lower limit	ceiling		
Pressure of work	Group 1	87	3.2040	.26361	.02826	3.1478	3.2602	2.60	3.95
	Group 2	89	3.0775	.33719	.03574	3.0065	3.1486	2.40	4.30
	Group 3	54	3.2426	.30350	.04130	3.1598	3.3254	2.65	3.95
	Group 4	49	3.2459	.40836	.05834	3.1286	3.3632	2.55	4.25
	Group 5	149	3.2862	.27013	.02213	3.2425	3.3300	2.60	4.15
	Group 6	20	3.3175	.25406	.05681	3.1986	3.4364	2.80	3.80
	total	448	3.2205	.31241	.01476	3.1915	3.2495	2.40	4.30

About work stress in position level to compare, using the single factor analysis of variance to examine the position level of work pressure, the influence of the table 6 shows that different position level personnel's working pressure of the test of variance of significance is 0.000, less than alpha = 0.05, indicate different position level in hubei province for enterprise employees in significant differences on job stress.

Table 6. Single factor variance analysis results of the influence of position hierarchy on each variable

		Sum of squares	df	Mean square	F	p
Pressure of work	Between groups	2.529	4	.632	6.816	.000
	Within the group	41.086	443	.093		
	total	43.614	447			

The results are shown in table 7: from the perspective of work pressure, the middle and lower executive layers of the middle and lower executive layers of the upper decision-making layer BBB 2 in the upper decision-making layer BBB 1 of the upper decision-making layer BBB 2, the lower operational layer of the lower layer >, indicating that the higher the job level of the employees in hubei province, the greater the work pressure. It may be because senior decision makers undertake the major decisions of enterprise production and operation, and often face the major problems of enterprise life and death, and work pressure is greater.

Table 7. Differences in group statistics of each variable at the job level

Job level	Sample size	The average	The standard deviation	Standard error	95% confidence interval of the mean		The minimum	The maximum	
					lower limit	ceiling			
Pressure of work	Group 1	148	3.1206	.32367	.02661	3.0680	3.1732	2.40	4.30
	Group 2	99	3.2268	.29566	.02971	3.1678	3.2857	2.50	3.95
	Group 3	123	3.2797	.28793	.02596	3.2283	3.3311	2.75	4.25
	Group 4	53	3.2906	.28907	.03971	3.2109	3.3702	2.70	4.25
	Group 5	25	3.3400	.33292	.06658	3.2026	3.4774	2.60	3.95
	total	448	3.2201	.31236	.01476	3.1911	3.2491	2.40	4.30

4. Conclusion

This paper studies the current situation of work pressure by the method of empirical analysis, and provides new ideas and perspectives for enterprises and employees in hubei province to conduct pressure management.

4.1. Clarify the management measures for job promotion

Job promotion means not only affirmation from leaders and increasing sense of accomplishment, but also further improvement in salary and welfare, both spiritual and material rewards. To clear the promotion enterprise's promotion system standard, in the actual operation process refinement, quantitative standard, will staff training examination results, performance evaluation results, and leadership colleagues into the promotion in the standard of evaluation, in the process of selection and appointment of pay more attention to the principle of fair and transparent, meritocracy, make real capable employees get promoted, for examination and assessment of the unqualified staff in a timely manner to resign.

4.2. Set reasonable working goals.

The enterprise is a pressure-type system of leadership. The work goal is unreasonable, and the degree of achievement of the goal is largely related to performance evaluation and post promotion. The leader has the power of veto. Therefore, the superior leader should fully solicit the subordinates' opinions freely about the work objective, get familiar with and grasp the actual situation of the grassroots level, and the task objective is more scientific and reasonable, which is conducive to the smooth completion of the task objective.

4.3. Increase employees' participation in enterprise management and enhance their sense of ownership.

Due to the limitation of the level, the basic staff of an enterprise is "small and light", so that the basic staff of an enterprise can participate in the decision-making and management of the organization, freely express their opinions and offer their opinions. They can not only brainstorm, mobilize the vitality and enthusiasm of the enterprise, but also make the production and operation decision-making of the enterprise more scientific. In addition, as a part of the enterprise, employees' participation is enhanced to help employees increase their sense of achievement, responsibility and satisfaction, which makes the organizational atmosphere more harmonious.

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