

**THE CAUSES OF JOB STRESS AMONG EMPLOYEES
IN MANUFACTURING COMPANY**

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ABSTRACT

This study is to investigate the causes of job stress among employees in manufacturing company and specifically at Kendek Product Sdn Bhd. Five objectives have been determined in order to achieve the purpose of this study. First is to identify the relationship between work overload and job stress. Second objective is to identify the relationship between work conflict and job stress. Third, to identify the relationship between role ambiguity and job stress. Fourth, to identify the relationship between work condition constraints and job stress and the last one is , to identify the most significant factor that are related to job stress.

The population of this study consists of 124 employees from Kendek Product Sdn Bhd. The data were collected by distribute 124 questionnaires and 110 returned questionnaires were used in the study. The questionnaires designed based on four independent variables that are expected to affect job stress which are work overload, work conflict, role ambiguity and work condition constraints.

To analyses the data, descriptive, correlation, and regression analyses was used. Hence, the results from this study reveal that there is a positive relationship between two independent variables which work overload and work condition constraints towards job stress. It also show that, there is no relationship between work conflict and role ambiguity and job stress. In addition, there are many others factors that may cause job stress which are not included in this research intend to suggests to include others factors as discuss in chapter 5. The sample of this study only limited to the employee that are working in Kendek Products Sdn Bhd.

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