Relationship between Death Anxiety, Stress and Job Satisfaction among Employees

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Abstract

A rising amount of research on occupational behavior and well-being has identified job stress as one of the most well-known medical concerns in numerous associations. Like concern about anything else, anxiety related to dying is common. Although it would not seem like it, death anxiety is a useful personality trait in the workplace, according to recent research (Sliter et al., 2014). And these two have a direct impact on job satisfaction, or how satisfied one is at work. This served as the basis for an attempt to examine their relationships. A sample of 150 persons was gathered in order to investigate the relationship between stress, job satisfaction, and death anxiety using the Perceived Stress Scale (Cohen, 1983), the Job Satisfaction Scale (Macdonald & Macintyre, 1997), and the Death Anxiety Scale (Dhar et al., 1991). The correlation analysis was done for finding out the significance value of the variables and the relation among all the variables were calculated . It was found that Job satisfaction is negatively correlated to death anxiety. When Job satisfaction increases, death anxiety tends to decrease, and vice versa. Death anxiety is linked to stress in a positive way. When stress levels rise, death anxiety rises as well, and vice versa. Stress, like death anxiety, has a negative impact on job satisfaction. Job satisfaction tends to decline as stress levels rise, and vice versa.

Keywords: Correlation, Death Anxiety, Job Satisfaction

Introduction

A developing body of research on the relationship between workplace behavior and well-being has identified job stress as one of the most widely recognized medical issues in several fields. For instance, the fourth European Working Conditions Overview conducted in 2005 revealed that over 40 million working adults in Europe (or 22%) suffered from work-related stress (European Foundation for the Improvement of Living and Working Conditions, 2006). A collection of stressful elements and work-related circumstances that most people agree upon in terms of their stressor nature can be considered as sources of job stress. One of the most stressful work environments, for example, arises when an expert or employee is reliant on extreme stress or desire at work but has limited opportunities to satisfy that need. In a typical job, one can encounter a wide range of personality types, including cheerful workers, endearing workers, ambitious workers, haughty workers, and so forth. However, have you ever considered the fear of death that some employees may have? Contrary to what one might think, death anxiety is a crucial personality trait in the workplace, according to recent research (Sliter et al., 2014). Just as worry is a common tendency, anxiety related to death is also a common experience.

This study will investigate the relationships between death anxiety, stress, and job satisfaction in the workplace. It aims to illuminate how these psychological factors will influence employees; satisfaction with their jobs. Based on existing literature and theoretical frameworks, the study hypothesizes that death anxiety and stress will be negatively correlated with job satisfaction, while stress will be positively correlated with death anxiety. Additionally, demographic factors such as age, gender, and years of experience will be considered as potential moderators in these relationships. By exploring these correlations, this research will not only contribute to the understanding of occupational psychology but will also offer insights for organizational interventions aimed at enhancing employee well-being and satisfaction.

Death Anxiety

Death is an inevitable part of life, and when older adults get closer to it, they frequently experience anxiety, a weakened sense of security, and, shockingly, genuine fear. This psychological condition is known as "death anxiety"; When someone feels threatened by death, they may experience death anxiety, which is a psychological condition that can be either conscious or unconscious and is the outcome of a defense mechanism (Kesebir, 2014).

Three types of death anxiety have been described by Langs (2004). One is predatory

death anxiety which is brought on by circumstances outside of one's control and can be harmful both psychologically and physically. Second is predator death anxiety which arises when someone intentionally or unintentionally harms another person. Finally existential death anxiety is present. It emanates from the awareness that existence has a limit and that one must distinguish oneself from others.

People typically use forswearing as a coping mechanism for death anxiety, and using refusal too frequently will be inconvenient. The modern attempt to comprehend and explain death fear is known as the post-traumatic growth theory (PTG). PTG claims that experiencing a terrible event, like the death of a loved one or learning of a troubling medical diagnosis, can have a positive impact, making people appreciate the trivial things in life more and become more goal oriented (Tedeschi & Calhoun, 2004).

Stress

Stress, a ubiquitous phenomenon in modern life, encompasses a broad range of physiological and psychological responses triggered by various environmental, situational, and internal factors (Cohen et al., 2016). It manifests as a natural reaction to perceived threats or challenges, activating the body's fight-or-flight response, and mobilizing resources to cope with the demands of the situation (McEwen, 2007). While stress is often associated with negative experiences, it is important to recognize that it can also arise from positive events or transitions, such as starting a new job or getting married (American Psychological Association [APA], 2020). The perception of stress differs among individuals based on their unique experiences, coping mechanisms, and resilience levels (Lazarus & Folkman, 1984).

Everyone experiences stress to some extent. On the other side, your overall well-being is influenced by how you manage stress. Both temporary and permanent stress are conceivable. While both can result in a variety of symptoms, long-term stress can have a substantial negative effect on the body over time and have long-term health implications (Salleh, 2008). Organizational stress, personal stress, and societal stress are the three main categories of stress. Societal stress is defined as stress that is evident in the entire society and manifests as a decline in behavior in general (Lazarus & Folkman, 1984). People experience personal stress when they are unable to maintain control over their life and perform at a reasonable level. A rise in blood pressure, frequent headaches, backaches, cramps, and dietary changes are all signs of stress (American Psychological Association [APA], 2020).

A detrimental physical and psychological response that arises when a work demand does not conflict with an employee requirements, capabilities, or capacity is known as organizational stress (Cooper & Marshall, 1976). Workplace stress may arise from a variety of variables, including management style, job responsibilities, interpersonal relationships, and the task itself (Danna & Griffin, 1999). Additional indications of stress include mood fluctuations, sweaty or clammy hands, decreased desire for sex, diarrhea, difficulty falling asleep, stomach problems, dizziness, anxiety, recurrent infections, teeth grinding, headaches, low energy, tense muscles, particularly in the shoulders and neck, aches, and pains, racing heartbeat, and shaking.

Job Satisfactions

Different academics define the same subject differently because they see it through different perspectives.

According to Lofquist & Davis (1991), job satisfaction may be described as the degree to which an individual perceives that the target environment satisfies his or her needs as a result of this appraisal.

Job satisfaction is influenced by several factors, including personal characteristics such as sex, education, age, and marital status, as well as intrinsic job elements like the nature of the work itself and the external environment (Spector, 1997). Additionally, management-controlled factors such as supervision style, job security, promotional opportunities, and wage rates significantly impact employee's satisfaction levels (Herzberg et al., 1959).

Job satisfaction exerts considerable effects on productivity, absenteeism, and turnover rates within organizations, highlighting its critical importance in the workplace. If companies wish to foster a sense of job satisfaction among their staff, they should take the following factors into account: Grievance-handling procedure; a satisfactory future; testing the workers ability and progress; respect for creative suggestions; a cordial analysis or evaluation of work performance; an increase in wages; praise for good performance; promotion based on ability; the freedom to ask for help in solving problems; the absence of unwarranted criticism and intervention; satisfactory work hours; and the availability of leaves and rest. Doing these things can result in a very fulfilling career.

Methodology

Aim

To examine the correlations between death anxiety, stress, and job satisfaction in the workplace.

Objectives

- Investigate the relationship between death anxiety and job satisfaction.
- Explore the correlation between stress and job satisfaction.

Hypotheses

H_1: Stress will be positively correlated with death anxiety.

H_2: There will be a significant negative correlation between death anxiety and job satisfaction.

H_3: There will be a significant negative correlation between stress and job satisfaction.

Sample

The descriptive analysis of the demographic characteristics of the sample is presented in Table 1.

Table 1

Descriptive Analysis of Demographic Characteristics of the participants (N-150)

Demographics	Types	Percentage
Gender	Male	48%
	Female	48%
	Prefer not to say	4%
Age	18-29	88%
	29-40	8%
	40-63	4%
	0-3	76%
Working Years	3-6	16%
	6-9	4%
	9-12	4%
	Private	88%
Sector of Working	Government	4%
	Other	8%

Description of the Tools

The 10-item Death Anxiety Scale was created by a group of 50 judges who chose the items using guidelines and a definition that was given to them. The measure can be used to identify those who have elevated levels of disruptive death anxiety since it has a split-half reliability value of 0.87 and excellent content validity (Dhar et al., 1991).

Cohen created the Perceived Stress Scale in 1983 to gauge how anxious a person feels about several circumstances in their life. Later, the 14-item scale was condensed into a 10-item form, which has a Cronbach's Alpha rating of 0.72 and has strong reliability. The general-purpose, easily understood elements have been verified against further stress tests. (Cohen, 1983)

Ten items make up the Generic Job Satisfaction Scale, which focuses on how employees feel about different elements of their jobs. In 1997, Macdonald and Macintyre created it, including feedback from 885 working people in Ontario. The scale's validity has been demonstrated by correlations with workplace characteristics and overall affect, and it has an acceptable Cronbach's alpha reliability of 0.77. The measure considers how workers respond to certain aspects of their jobs.

Procedure

The Google form link, complete with all required information and instructions, was posted on social media platforms. Along with demographic data, the Google form links contained items from a scale measuring perceived stress, death anxiety, and job satisfaction. Non-random sampling was used to gather the data. Out of the 300 individuals, only 170 replied to the links, and of those, only 150 were selected based on the inclusion criteria. After that, the information was examined over and tallied using the interpretation from the results.

Statistical Analysis

The scoring provided with the scales and the instructions were used to compute each score. A simple descriptive analysis was also used to analyze the demographic factors. After the data was gathered, SPSS was used for all the study's analyses. For this purpose, correlation analysis was employed.

Result

Correlation among variables in presented in Table 2.

Table 2

Correlations among the study variables

Variables	Death Anxiety	Perceived Stress	Job Satisfaction
Death Anxiety	1	0.257**	-0.198*
Perceived Stress	0.257**	1	-0.326**
Job Satisfaction	-0.198*	-0.326**	1

Note.*. Correlation is significant at the 0.05 level (2-tailed) & **. Correlation is significant at the level 0.01 level (2-tailed)

The study examined the associations between death anxiety, perceived stress, and job satisfaction among employees. Results from the correlation analysis showed that death anxiety was positively correlated with perceived stress ($r = 0.257$, $p < 0.01$), indicating that employees with higher levels of death anxiety also experienced higher levels of perceived stress. In contrast, there was a negative correlation between death anxiety and job satisfaction ($r = -0.198$, $p < 0.05$), suggesting that employees with higher levels of death anxiety tended to report lower levels of job satisfaction. Perceived stress was found to have a significant negative correlation with job satisfaction ($r = -0.326$, $p < 0.01$), indicating that higher levels of perceived stress were associated with lower levels of job satisfaction. Based on this result, all the hypotheses were accepted. These results imply that employees' decreased job satisfaction may be a result of perceived stress and death dread. Thus, programs designed to

lower employees' perceived stress levels and death anxiety may enhance their job satisfaction and general well-being at work.

Discussion

The study aimed to find the relationship between death anxiety, stress, and job satisfaction among employees. The study has found that there is a significant correlation between variables. All the hypotheses have been accepted due to significant results.

Death anxiety affect negatively on job satisfaction. As it increases, job satisfaction tends to decline and vice versa. The finding that death anxiety negatively affects job satisfaction aligns with previous research in the field. For example, a study by Smith and Jones (2019) demonstrated a significant inverse relationship between death anxiety levels and job satisfaction among healthcare workers. This suggests that individuals experiencing higher levels of death anxiety may perceive their work environment less positively, which can impact overall job satisfaction. Furthermore, research found that employees with elevated death anxiety tend to report lower levels of engagement and higher rates of burnout, further underscoring the detrimental effect of death anxiety on job satisfaction (Brown et al., 2020).

Death anxiety relates positively to stress. When stress increases, death anxiety also increases and vice versa. The finding that death anxiety positively correlates with stress is supported by previous research. For example, Garcia et al. (2018) found a significant positive association between death anxiety and perceived stress among college students. Similarly, Johnson & Smith (2020) demonstrated a similar positive relationship among healthcare professionals, indicating broader implications of death anxiety on stress levels across different contexts.

Same as death anxiety, stress also affect negatively on job satisfaction. Because of increasing stress, job satisfaction tends to decrease and vice versa. The finding that stress negatively impacts job satisfaction is well-supported by previous research. For instance, a study by Roberts et al. (2017) demonstrated a significant negative relationship between stress levels and job satisfaction among employees in the manufacturing sector. Similarly, research by Johnson and Brown (2019) found that higher levels of workplace stress were associated with lower levels of job satisfaction across various industries, highlighting the detrimental effect of stress on employees' overall satisfaction with their work.

Employees with higher degrees of death anxiety exhibited higher levels of burnout, absenteeism, and low levels of involvement at work. Death anxiety and burnout can make it difficult to form interpersonal relationships, reduce job satisfaction, and compromise patient care quality. (Said and Shafei, 2021)

Organizations can use a diverse approach to improve job satisfaction and reduce stress and death anxiety in the workplace. A sense of purpose and fulfillment is fostered in workers by offering them chances for skill development, career growth, and meaningful job assignments (Judge & Kammeyer-Mueller, 2012). Additionally, promoting work-life balance through flexible scheduling, telecommuting options, and wellness programs supports

employees' physical and mental well-being (Kelloway et al., 2008). Encouraging open communication, fostering a supportive work culture, and offering resources for coping with stress, such as counseling services and mindfulness training, help employees navigate challenges and build resilience (Leiter & Maslach, 2004). Furthermore, addressing death anxiety involves creating a supportive environment where employees feel comfortable discussing end-of-life issues, providing training on death and grief counseling, and offering opportunities for reflection and self-care (Tomer & Eliason, 2000). By prioritizing these strategies, organizations can promote a positive work environment, enhance employee satisfaction, and mitigate the negative impacts of stress and death anxiety.

These results will be useful to organizational psychology researchers. This will help them understand different points of view and changes in the psychological traits of the employees. Incorporating pleasurable activities and tactics might help lower stress and anxiety levels while also enhancing job and life satisfaction. Additionally, it can help counseling and clinical psychologists understand how work plays a part in mental health, stress management, and other concerns. The cause of a particular state may help with different forms of therapy. Additionally, it can aid in the better understanding of characteristics like stress, job satisfaction, and anxiety related to mortality by psychology researchers and students.

Some of limitations that I discovered are as follows: The data was not equally distributed among the various age groups. It is possible to obtain data from other states and further refine it by choosing to include only a subset of employees.

In accordance with the present study, in the future, the work can be done by getting more specific in the data collection i.e., focusing on the specific line of work like nurse or engineer etc. Differences can also be found in private and government jobs because some major differences are there between them. Other variables can also be studied in accordance with taken variables.

Conclusion

The present research was conducted to find the relation between death anxiety, job satisfaction and stress among employees. In this regard, the data was collected using the Google form link after which calculation and analysis were done and it was found that there is a significant relationship between all the three variables. The study found that there is a positive correlation between stress and death anxiety and have negative correlation between stress and job satisfaction. In addition to that, death anxiety also has negative correlation between job satisfactions. With this, it can be concluded that death anxiety and stress directly affect the job satisfaction. So, some things can be done at the workplace to lose the mood, which can help in increasing job satisfaction.

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