

# A STUDY ON STRESS AMONG WORKERS TOWARDS THEIR ORGANISATION

<sup>1</sup>Mrs.S.Rajeshwari,  
Assistant Professor,  
MBA Department,  
SNMV College of Arts and Science,  
Coimbatore, Tamilnadu, India.

<sup>2</sup>Mr.T.Prakash  
Assistant Professor,  
BBA CA Department  
Sri Krishna Arts and Science College  
Coimbatore, Tamilnadu,India.

**Abstract:** The project work entitled “A Study on stress among workers towards their organization”. The analysis has been made mainly on the primary data that is by employees` opinion survey method. The researcher has taken a sample size of 50 and has used the stratified random sampling method to select. The analysis has been made mainly based on the primary data that is by the samples from the total population. The study gives the opinion of employees about all the H.R. functions of Company, employment conditions, wages and incentives, interpersonal relationship, working conditions, management practices, etc. The researcher has used percentage analysis; the study has also revealed that most of the respondents have a positive response towards the Management practices. The analytical framework contains.

**Keywords:** Stress management, H.R. functions, productivity of the organization

## 1.1. INTRODUCTION

Stress management refers to wide spectrum of techniques and psychotherapies aimed at controlling a person's levels of stress, especially chronic stress, usually for the purpose of improving every day functioning.

Stress reduces numerous symptoms which vary according to persons, situations and severity. These can include physical health decline as well as depression. Stress management is one of the keys to a happy and successful life in modern city. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being.

The overall productivity of the organization depends upon the employee of the organization so it is very essential to provide environment and situation which enhance to feels that their employees experience various stress in their work. So a study on stress management has under taken in the textile organisation

### 1.2 Effects of stress

Just as stress is perceived differently by each of us, stress affects us all in ways that are unique to us. One person may experience headaches, while another may find stomach upset is a common reaction, and a third may experience any of a number of other symptoms. While we all react to stress in our own ways, there is a long list of commonly experienced effects of stress that range from mild to life-threatening. Stress can affect immunity, which can impact virtually all areas of health. Stress can affect mood in many ways as well.

If you find yourself experiencing physical symptoms you think may be related to stress, it is important to work on managing that stress and talk to your doctor to be sure you are doing what you can to safeguard your health. Symptoms that may be exacerbated by stress are not "all in your head" and need to be taken seriously.

### 1.3 Stress Prevention Technique

An employee can take personal responsibility for reducing his as her stress level. Individual strategic that have process effective include implementing time management techniques increasing physical exercise and relaxation training.

In many organizations today, managers find that they must be more sensitive than in the past to potential sectors in their organizations, to maintain productive involved employee. They must recognize that employees may try to minimize stress even at the expense of motions or significant pay increased. Managers and employees must be necessary for creative and productive work. They can evaluate the extent of dysfunctional stress in the situations by performing an audit, which helps to identify the symptoms and the cause of stress.

Although many techniques have traditionally been developed to deal with the consequences of stress, considerable research has also been conducted on the prevention of stress, a subject closely related to psychological theory Meditation, Yoga, Social activity, Spa, Physical exercise these are the techniques used to prevent the stress.

### 1.4 Scope of the Study

Stress increasing becoming accepted as at workplace phenomenon negatively affecting a growing number of people across the world. As the economy becomes global and competition increases in the battle for market shares and survival, pressure mounts on workers. Textiles industries in Tirupur become more in number and thereby stress of the employee are also increasing in parallel. Hence stress management gain more importance especially in manufacturing industries. Stress management helps to protect both the individuals as well as the organization from the effects of stress. Thus it finds the causes of stress and has various techniques to reduce the level of stress. As the economy becomes global and competition increases in the battle for market shares and survival, pressure mounts on workers. Hence stress management gain more importance especially in manufacturing industries. Stress management helps to protect both the individuals as well as the organization from the effects of stress. Thus it finds the causes of stress and has various techniques to reduce the level of stress.

### 1.5 Objectives of study

- To analyse the factor influencing the work stress of employees
- To assess the employee performance deviation due to stress.
- To study work place condition which leads to stress
- To determine various stress reduction to techniques to alleviate stress.

### 1.6 Limitations of the study

The conclusions derived do not have universal applicability as this study was undertaken only within one organisation and sample size is limited, Some employees are not willing to express their views genuinely for certain question.

## II. REVIEW OF THE LITERATURE

**Sharma S., Sharma J. & Devi A. (2012)** The level of stress with in a role barriers because of individual differences in mind set, age, gender, and their performance in job however, various factor that influence stress are age were the younger employees are most stressed as to compare to other employees, level of qualification, pay authorities of control, awards, word of price, improve designations and working couples, a study recommended a reinforcement approach that should be positive in nature so as to reduce the degree of stress at the work place.

**P.S. Swaminathan, & Rajkumar S. (2013)** He conducted a study that focused on the level of stress among the age, group, professional, different varieties of jobs, hours of work and influence of work environment on the degree of stress faced by employees. His study indicates about an optimum level in which every individual can perform with his full capacity.

**Moon-dol Kim and Sung-Je Cho (2014)** the study is identify the effects on stress by general characteristics of bank employees. The study covered employees of banks located in the central part of the Republic of Korea who were invited to a questionnaire survey. Based on the results, stress by general characteristics differed significantly by duty and responsibility assigned. The implications of this study will be a basic data for making policies to improve job satisfaction among bank employees

**Bindurani R. S. Shambushankar and A. P. Hosmani (2014)** the study is highlighting the causes of stress and the effect of stress on employee job performance. Too much work, time boundary, poorly defined responsibilities, an unsupportive boss, a lack of control and many other factors can constitute stressors which make an employee physically or mentally ill.

**G. Radha (2015)** Banks are among the top ten high stress workplaces in India. Elucidating the causes of occupational stress is important not only for its potential implications for stress management at banks but also for enhancing an understanding of strategic human resource management. The study is addresses the specific problems of bank employees related to occupational stress. The study throws light into the pathogenesis of various problems related to occupational stress among public sector bank employees in Tiruvarur.

**Risham PreetKaur & PoonamGautam Sharma (2016)** with the advancement in technology, banks have to make rapid changes. It has become hard for employees to cope with these changes. This attempt has been made to study the causes and effects of stress amongst bank employees. The ways to manage stress has also been suggested. Measures to overcome stress that affects the physical and mental wellbeing of employees are also suggested.

## III .RESEARCH METHODOLOGY

Research method is very essential to collect the information. The survey especially deals with stress management system. The following are the various element involved in research methodology.

### 3.2 Research Design

It is the conceptual structure within which research is conducted. It constitutes the blue print for the collection, measurement and analysis of data; hence the type of research adopted is partially explanatory and descriptive.

**3.3 Source of data:** The source of taken from the primary and secondary data

**3.4 Primary data:** The primary data is use to collect the data. A questionnaire was framed and used to collect the data. The data was collected systematically.

**3.5 Secondary data:** The secondary data were collected from the magazines, journal, books and internet.

**3.6 Data collection:** The main research instrument used for collecting the required data is a well structure questionnaire. A details questionnaire has prepared to seek the operation of who responded to the same.

**3.7 Sample size of the study:** Sample size of the study covers 50 employees of the Textile Company at Tirupur

### 3.8 Analysis of data

The data has been collected from the student using computer and internet and a master table is prepared. The sub tables are prepared by using the master tables.

### 3.9 Tools of analysis

- Simple percentage analysis.
- Chi-square analysis

### 3.10 Simple percentage analysis

In the method based on the options of the respondent's percentages is calculated for respective of each other. The percentage analysis is calculated for every question in respective scales to regarding this percentage. The total percentages are calculated for each factor.

$$\text{Percentage of respondents} = \frac{\text{No. Of respondents}}{\text{Total no. Of respondents}} * 100$$

### 3.11 Chi square

Cross tabulation and chi square. The cross tabulation procedure from the basis for two way and measure the association for two – tables in this forms an association between the factors of demographics and the selected factors.

The standard applications of the test, the observations are classified into mutually exclusive classes, and there is some theory, or say null hypothesis, which gives the probability that any observation falls into the corresponding class. The purpose of the test is to evaluate how likely the observations that are made would be, assuming the null hypothesis is true.

$$X^2 = \sum (O-E)^2/E$$

Where, O = Observed frequency E = Expected frequency

**IV ANALYSIS AND INTERPRETATION**

**4.1 Table showing the age group of respondents**

AGE GROUP	NO OF RESONDENT	PERCENTAGE
Below 20	5	10
21-30	35	70
31-40	8	16
41-50	2	4
Above 50	0	0
Total	50	100

**Table showing the satisfaction level of job**

DESCRIPTION	NO. OF RESPONDENT	PERCENTAGE
Highly satisfied	16	32
Satisfied	20	40
Neutral	6	12
Dissatisfied	4	8
Highly satisfied	4	8
Total	50	100

**Interpretation:** From the table it shows that, majority of 72% of the respondents are satisfied with their jobs, 16% are dissatisfied with their jobs.

**Table showing the overload at work of the respondent**

DESCRIPTION	NO.OF RESPONDENTS	PERCENTAGE
Never	13	26
Occasionally	8	16
Sometime	20	40
Often	5	10
Always	4	8
Total	50	100

**Interpretation:** From the table it shows that, majority of 40% of the respondents feels sometime overloaded with work, and 26% of respondents are never overloaded with the job.

**Table shows the clashes between the personal and professional life**

DESCRIPTION	NO. OF RESPONDENTS	PERCENTAGE
Never	28	56
Occasionally	8	16
Sometimes	11	22
Often	1	2
Always	2	4
Total	50	100

**Interpretation:** From the table it shows that, majority of 56% of the respondents never have clashes, 6% of the respondents often, always have clashes between the personal and professional life

**Table showing the respondent's expression of stress at work place**

DESCRIPTION	NO. OF RESPONDENTS	PERCENTAGE
Never	21	42
Occasionally	1	2
Sometime	6	12
Often	4	8
Always	3	6
Total	50	100

**Interpretation:** From the table it shows that, majority of 42% of the respondents are never under stress, 14% of the respondent are said always they have stress.

**4.2 Chi-Square Test**

**H<sub>0</sub>:** To find whether there is any relation between office timing and stress at work

Stress at work	Never	occasionally	sometimes	often	always	Total
Yes	10	8	3	2	2	25
No	11	8	3	2	1	25
Total	21	1	6	4	3	50

O	E	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
13	13.64	0.72	0.4096	0.026
3	3.72	0.46	0.5784	0.139
11	10.54	0.46	0.2116	0.200
3	2.48	9.52	0.2704	0.054
1	0.62	0.38	0.1444	0.2320
3	3.08	0.08	0.006	0.0190
1	0.84	0.16	0.0256	0.0304
2	2.38	0.38	0.1444	0.0606
0	0.56	0.44	0.1936	0.3457
1	0.14	0.84	0.4096	0.1400
5	5.28	0.28	0.0784	0.0148
1	1.44	0.44	0.0784	0.1344
4	4.08	0.08	0.1936	0.0014
1	0.96	0.04	0.0616	0.0016
1	0.26	0.76	0.5776	2.4006

Table value is 3.0825

#### Degree of freedom

$$= R-1 * C-1$$

$$= 3-1 * 5-1$$

$$= 2 * 4$$

$$= 8$$

Therefore for 8 degrees of freedom at 5% level of significance

Table value is = 15.507

**Inference** The calculated value is 3.0825; therefore the calculated value is lesser than the table value. Hence the null hypothesis is accepted. There is significant relationship between the office timings and stress at work

#### V.1FINDINGS

- From the study it is known that 70% of respondents are male and 30% are female.
- 4% of respondents lie under the age category of 41-50 years and 70% come under the category of 21-30 years.
- The marital status of 70% respondents is single.
- Educational qualification is post-graduation for 20% of respondents.
- 6% of respondents have 16- 20 year of working experience.
- 56% of the respondents are said that there is a no clash in personal and professional life.72% of the respondents have positively responded to the satisfaction level, Respondents are overloaded with work 40% of respondents feel so., The level of stress is low for 42% of respondents.

#### 5.2Suggestions

- It is important to conduct meeting once in week / month to know level of the involvement of the employee in work place.
- Make sure that jobs assigned to the employee are comfortable and attainable in the specified time.
- Organisation is suggested to provide frequent job training.
- Break hours can be further extended, that builds a comfortable surroundings.
- The organization can adapt the practices of reduced work load and provide employees a comfortable zone.
- Stress relives programs such as mediation, yoga, etc., can be conducted to the employee at the starting of each day.
- The organization can adapt the advanced stress relieving techniques like Team outings, Rehabilitation programs, Gym facilities, Flexible work timings.

#### 5.3Conclusion

The study reveals that the works in the organization yield a very important influence in the success of the organization.

Stress is a fact of life. We like to be in control, we like to be productive, and many such admirable qualities. This leads sleepless nights, stress-ridden days and efficiency. The studies and survey has concluded that stress is bad for health and also a smile can reduce the level of stress to an extent. Realistically, stress cannot be totally eliminated off the job. The concern is in reducing the part of stress. Work stress is a real challenge for the employee. It has many causes and these involve complex combinations of physical, social and psychological elements.

The study has also identified that the stress may affect the employee work in the organization in the future days. In order to avoid the office timing can be improved. Stress reduction program have to be practiced in the company in order to reduce the stress in the organization. Program such as mediation, yoga has to teach to the employee as with a all aspect of the employment relationship preventing and resolving issues arising from work place stress. A relaxed work environment can increase work performance, lower stress, raises productivity and a relaxed workplace can benefit by enhancing job satisfaction.

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