

# A STUDY ON STRESS MANAGEMENT AT ROOTS INDUSTRIES INDIA LIMITED, COIMBATORE

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## **Abstract :**

In today's world the degree of stress has increased owing to urbanization, globalization which in turn has resulted in cut-throat competition. To meet this competition, the employees are put under lot of pressure to work for the corporate success. Stress has become a part of day-to-day living of every individual. The college students may experience stress in meeting the academic demands, people on the job, business men may suffer stress to reach office on time and to complete the projects on time and even the house hold ladies may experience stress in managing the home affairs and to look for the maid servant. The reasons for the stress differ from person to person. The stress people experience should not be necessarily treated as harmful. An optimum amount of stress can always act as an energizer or motivator and propel people to apply the efforts and complete the work. Stress is the "Wear and tear" our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings.

**Index terms:** *Organizational Stress , Work environment , Measures*

## **INTRODUCTION**

The Garden of Eden began as a tranquil stress environment. However when Adam was given the tantalizing chance to eat the forbidden fruit, he was thrust into mankind's first stressful situation. Adam was offered a choice and, as we know, decision-making is the breeding ground for conflict, frustration and distress. Stress is the way that you react physically, mentally and emotionally to various conditions, changes and demands in your life. High levels of stress can affect your physical and mental well being and performance. Stress affects as well as the individual within them. An organization with a high level of absenteeism, rapid staff turnover, deteriorating industrial and customer relations, a worsening safety record, or poor quality control is suffering from organizational stress. While some workplace stress is normal, excessive stress can interfere with employee productivity and performance, impact their physical and emotional health, and affect their relationships and home life. It can even mean the difference between success and failure on the job. Whatever ambitions or work demands, there are steps to protect from the damaging effects of stress, improve job satisfaction, and bolster well-being in and out of the workplace.

## **STATEMENT OF THE PROBLEM**

A study of stress of the employee is a paramount importance, the nature being different for each category of employee depending upon their needs. A good workspace reduces absenteeism, accident and attrition. Workspace is useful to improve production, organizational effectiveness, and morale of employees and economic development of the country. So an attempt has been made to know about the employees satisfaction on work space and its influence on their working and social environment.

## **OBJECTIVES OF THE STUDY**

1. To analyze the level of stress among the employees towards the company.
2. To determine the factors causing stress.
3. To examine the consequences of stress caused to employee.
4. To suggest measures to be taken by the company to reduce stress.

## **SCOPE OF THE STUDY**

Stress has become significant due to dynamic social factor and the changing needs of the lifestyle. Stress can make a person productive and constructive, when it is identified and well managed .But many times it is dysfunctional causing health problems both physical and mental.The focus of this study is on the stress level of employees in roots industries India. Study also identifies the strategies followed by the company to reduce the stress level of the employees so the employees can work productively in turn the company can enhance profit .

## RESEARCH METHODOLOGY

Research is an intensive study in a particular field to achieve at a better conclusion of a problem. Research Methodology is a systematic way of solving the problem. Convenience Sampling was used to collect the pertinent data. Population of the study includes the top level, middle level, lower level employees in all departments of “Roots Industries India Limited, Coimbatore”. In Roots Industries 800 employees are working. From that total population of 800 the questionnaire was collected only from 220 respondents in “Roots Industries India Limited, Coimbatore”. The present study used both primary as well as secondary data. To analyse the data, researcher used the following tools ; Simple percentage analysis, Chi-square test and Weighted average method.

## INDUSTRY AND COMPANY PROFILE

Roots today is a multi faced corporate entity with interests in automobile accessories cleaning equipment, castings, precision tools, hi-tech engineering services, healthcare & education.

- Roots Industries Limited
- Roots Auto Products Private Limited
- Roots Multiclean Limited
- Roots Cast Private Limited
- Roots Precision Products
- Roots Brake System Private Limited
- Roots Polycraft
- Roots industries Malaysia Sdn. Bhd

## PRODUCT PROFILE

Roots Industries specializes in the manufacture of a wide range and line-up of automobile horns. Roots is a leading supplier to all the major vehicle manufacturers like Ford, Daimler Chrysler, Mitsubishi Lancer, Mahindra & Mahindra, Toyota, Tata Motors, Fiat Uno and Siena, TELCO, TVS Motor Company, Kinetic Honda, etc. Roots Industries Limited places a premium on original technology and innovation. Roots' indigenous talent has kicked off a spree of growth unmatched in the history of automobile OE manufacturers. Product manufactured are Wind tone, Vibrosonic, Clear tone, Bosch Range, Roots 90, Mega sonic, Smart one, Spider, FSA2, R 70, Sensor

## DATA ANALYSIS AND INTERPRETATION

The term analysis refers to the computation of data collected by applying statistical tools as per the research plan. Interpretation refers to the task drawing interpretations from the collected facts after an analytical and or experimental meaning of research findings.

### CHI-SQUARE ANALYSIS – 1

#### Role of Working in Groups/Team and Reduction in Stress

##### Null hypothesis:

Ho: There is no significant relationship between role of working in groups and reduction in stress.

##### Alternative hypothesis:

H1: There is significant relationship between role of working in groups and reduction in stress.

##### Test statistics:

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

Level of significance : 5%

Degree of freedom : 4

Calculated value : 75.44

Table value : 9.49

**INTERPRETATION:** The calculated value is greater than the table value, 9.49 so the null hypothesis has been rejected and alternative hypothesis is accepted. There is a relationship between working in groups and reduction of stress. It can be interpreted that, working in a group helps employees to divide the whole work into different tasks and allot each task to each group member according to the skills of that respective group member which reduces the stress of the each group member.

### CHI-SQUARE ANALYSIS-II

#### Workload and stress level

Ho: There is no significant relationship between workload and stress level.

##### Alternative hypothesis:

H1: There is significant relationship between workload and stress level.

##### Test statistics:

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

level of significant : 5%

Degree of freedom : 4

Calculated value : 70.898

Table value : 9.49

**INTERPRETATION:** The calculated value is greater than the table value, 9.49 so the null hypothesis is rejected and alternative hypothesis is accepted. It shows the relationship between workload and stress persists

**WEIGHTED AVERAGE ANALYSIS 1- Reason for stress in the organization**

Challenges	S.A	A	N	D.A	S.D.A	Weighted average
Work load	20	23	8	17	12	2.725
Over time	14	18	11	25	12	3.0375
Shift system	16	10	24	18	12	3
Conflict	9	9	22	15	25	3.475
Lack of cooperation	21	20	15	5	19	2.7625
Lack of communication	22	28	8	13	9	3.5125
Poor work environment	34	19	12	5	10	3.77
Lack of recognition	38	22	5	3	12	3.88
Poor management	25	20	11	10	14	3.4

**INTERPRETATION:**

From the weighted average, lack of recognition ranks first, poor work environment ranks second followed by lack of communication ranking third, whereas conflict stands fourth and the fifth rank is occupied by poor management. Overtime comes in sixth position followed by shift system in seventh. Lack of cooperation stands eighth and ninth position is held by work load. It is concluded that lack of recognition is the main reason of stress to be caused in the workplace.

**WEIGHTED AVERAGE ANALYSIS II-STRESS RELIEIVING MEASURES PROVIDED BY THE ORGANISATION**

Measures	S.A	A	N	D.A	S.D.A	Weighted average
Practice yoga	28	20	8	10	14	3.475
Meditation helps you to do work perfectly	25	20	17	11	7	3.56
Regular employee counseling	12	10	24	18	16	2.8
Training provided for low performance employee	25	13	22	11	9	3.42

**INTERPRETATION:**

From the weighted average, meditation helps the employees to overcome stress first, followed by yoga and training ranks second equally accompanied by training .

**FINDINGS****I. Percentage Analysis**

Majority (70%) of the respondents are male. (37%) of the respondents belong to the age category of 31–50 years. Majority (77%) of the respondents are married. 41% of the respondents are Graduate. (37%) of the respondents are earning income ranging Rs.21k-30k. (26%) of the respondents are employees in Production dept. (32%) of the

respondents are having experience of 6-10 years. (39%) of the respondents are having mental stress in work place. (32%) of the respondents are stressed due to insufficient Compensation paid by the company. Majority (32%) of the respondents strongly agree that they are not able to balance work and life. Majority (39%) of the respondents are neutral for Stress due to situation. Majority (40%) of the respondents strongly Agree that stress is due to work overload. (40%) of the respondents strongly agree that stress created affects family life. Majority (37%) of the respondents strongly agree that stress create physiological problems along with behavioral problems. Majority (27%) of the respondents strongly agree that stress affects their health and (55%) of the respondents opined that they feel difficult to complete the task when they are too tensed .

## II. Chi-square Analysis

- There is significant relationship between role of working in groups and reduction in stress level.
- There is significant relationship between workload and stress level.

## III. Weighted average method

- It is concluded that lack of recognition is the main reason of stress.
- It is concluded that meditation gains importance followed by practice of yoga, training and counseling given to the employees.

## SUGGESTIONS

Most of the employees of the organization are having stress problems like emotional exhaustions, heart problems, dizzy spells etc due to heavy work load, not enough pay, volume of work, nature of job and responsibilities and too much of deadlines. So the study suggests the company to take necessary steps to reduce stress.

- Conduct regular survey.
- Improve the communication channel between the top management and lower management.
- The organization should provide target level based oriented work to the employees.
- The management should try to give proper training & development program to reduce stress.
- Conduct cultural programs in the organization to relax from the regular work.
- The management may allow the employees to give their suggestion / ideas.

## CONCLUSION

The success of any company will largely depend upon the workers and their satisfaction in the work they do. This study reveals certain factors, which leads to create stress for the employees while done their job in the organization. It is important that the employees should satisfy the workers basic needs and try to avoid stressful situations to the employees and make they feel work in happy infrastructure. At the same time the company can take effective action to satisfy them, which will increase their performance as well as reduce stress to the worker

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