

# A STUDY ON STRES MANAGEMENT AMONG THE EMPLOYEES IN RESEARCH ORIENTED ORGANISATION

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## Abstract

Stress is an inescapable factor in everyone's life. Many people spend half of their lives in work-related activities. Working in organizations gives individuals life-sustaining income but also exerts pressure on them. This can have negative consequences for achieving the goals of the organization and meeting the needs of the individuals. In this paper stress management among the employees in research-oriented organisation is studied. Well structured questionnaire is distributed among the employees to collect primary data. Demographic profiles and stress factors (Workload, Family, Health, Behavioural changes) are analysed using chi-square test. The study provides that there is a significant difference between age and stress factors and there is no significant difference between gender, job experience and stress factors.

**Index Terms:** Stress, Job-stress, Psychological condition, Physiological condition

## I. Introduction

Work is a dominant element with core importance for status and development of the economy and the individual worker. Many people spend half of their lives in work-related activities. No other activity demands consistent physical, emotional and cognitive stress as work stress. Working in organizations gives individuals life-sustaining income but also exerts pressure on them. This can have negative consequences for achieving the goals of the organization and meeting the needs of the individuals. If the work environment is a source of social and psychological stress, it can have harmful effects on the well-being of the employees.

Stress is frequently a disabling human phenomenon. Stress at work has detrimental effect on the behaviour of the people, which results in personal and organisational inefficiency. Job stress is a condition where factors related to job interact with the worker to change the psychological and physiological conditions, so that the person's mind and/or body is forced to deviate routine. The phenomenon of stress is highly unconstrained in nature. Each individual under her optimum level of stress will perform to full capacity. If the individual experiences the stress below the optimum level, then she gets bored. Motivational level to work reaches a low point and apathy sets in, and the individual withdraws from the work psychologically and physiologically. While too little stress in an individual's life is stunting, too much stress can be damaging. It is apparent that the health consequences of stress can be numerous, when health is taken in its broader meaning as 'complete physical mental and social well-being and not merely the absence of disease'. Employees now have to face and cope with poor working conditions, increased time pressure and long working hours due to narrowing deadlines and increased work load, at the same time being aware that jobs are no longer stable and the work is becoming precarious.

## I. Objectives

1. To study the stress management among the employees in research-oriented organisation.
2. To study the factors causing stress among the employees.
3. To study the relationship between various dimensions of job stress.
4. To study the impact of stress among the employees.

## II. Review of Literature

According to Smruti Rekha Sahoo (2016), analysed the management of stress at workplace. Stress is state of mind or an illness. Stress is the way human beings react both physically and mentally to changes, events, and their lives. This study aims to make one understand the causes and effects of stress, both on organisations and individuals. Various strategies on how to manage the stress are discussed.

According to M.Kotteeswari and Dr.S.Tameem Sharief (2014), Job stress is negatively related to job performance. Stress have touched almost all profession, in this study employees working in BPOs are considered to

know about the relation between job stress and employee's performance. The study results that job stress is affecting job performance.

According to Andrea Senova and Maria Antosova (2014), work-related stress is today a global issue and based on statistics, stress affects about one out of four workers. Work-related stress has a long-term effect on human body. It is not only related to leadership position, but also at any level of business and attention should be given for its elimination. This paper evoke the interest of society to address the issue of stress, enhance communication between employees and company and identify problem areas in work process.

### III. Research Methodology

The research methodology is a structured way of collecting the information related to a research and analysing them, this includes; describing the research design, sampling technique, sample size, procedure followed in collecting data, and tools used in the analysis.

#### 1. Research Design

The research design of the present study is descriptive research design. Descriptive research design was used to identify the personal opinion of employees about the stress management in their organisation.

#### 2. Sampling Technique

Convenience sampling method was used for collecting the data. 100 samples were collected from the employees working in research-oriented organisation.

#### 3. Data Collection Method

A well-Structured questionnaire was used to collect primary data and secondary data was collected from books, journals, websites, published and unpublished sources etc.

#### 4. Analysis Tool

Chi-square was applied to test the stated hypotheses. SPSS is used as data analytical tool.

### IV. Analysis and Interpretation

Table-1

AGE

	Frequency	Percent	Valid Percent	Cumulative Percent
26 to 35	20	20.0	20.0	20.0
36 to 45	24	24.0	24.0	44.0
ABOVE 45	47	47.0	47.0	91.0
BELOW 25	9	9.0	9.0	100.0
Total	100	100.0	100.0	

Table 1 represents age of the respondents, 20% of them belongs to the age of 26 to 35, 24% of them belongs to the age of 36 to 45, 47% of them belong to the age of above 45 and 9% of them belongs to the age of below 25.

Table-2

GENDER

	Frequency	Percent	Valid Percent	Cumulative Percent
FEMALE	44	44.0	44.0	44.0
MALE	56	56.0	56.0	100.0
Total	100	100.0	100.0	

Table 2 represents gender of the respondents, 44% of them are female and 56% are male.

Table-3

## EDUCATION\_QUALIFICATION

	Frequency	Percent	Valid Percent	Cumulative Percent
GRADUATE	46	46.0	46.0	46.0
POST GRADUATE	39	39.0	39.0	85.0
TECHNICAL / CECERTIFICATE COURSE	7	7.0	7.0	92.0
UP TO HSC	8	8.0	8.0	100.0
Total	100	100.0	100.0	

Table 3 represents Education Qualification of the respondents, 46% of them are graduate, 39% of them are post graduate, 7% of them are certified with technical course and 8% of them studied up to HSC.

Table-4

## MARITAL\_STATUS

	Frequency	Percent	Valid Percent	Cumulative Percent
MARRIED	88	88.0	88.0	88.0
UNMARRIED	12	12.0	12.0	100.0
Total	100	100.0	100.0	

Table 4 represents marital status of the respondents, 88% of them are married and 12% of them are unmarried.

Table-5

## JOB\_EXPERIENCE

	Frequency	Percent	Valid Percent	Cumulative Percent
11 TO 15 YEARS	26	26.0	26.0	26.0
5 TO 10 YEARS	10	10.0	10.0	36.0
ABOVE 16 YEARS	50	50.0	50.0	86.0
LESS THAN 5 YEARS	14	14.0	14.0	100.0
Total	100	100.0	100.0	

Table 5 represents job experience of the respondents, 26% of them 11 to 15 years, 10% of them 5 to 10 years, 50% of them above 16 years and 14% of them less than 5 years.

Table-6

## MONTHLY\_INCOME

	Frequency	Percent	Valid Percent	Cumulative Percent
20000 TO 30000	2	2.0	2.0	2.0
30001 TO 40000	4	4.0	4.0	6.0
40001 TO 50000	16	16.0	16.0	22.0
ABOVE 50000	78	78.0	78.0	100.0
Total	100	100.0	100.0	

Table 6 represents monthly income of the respondents, 2% of them earning 20000 to 30000, 4% of them earning 30001 to 40000, 16% of them earning 40001 to 50000, 78% of them earning above 50000.

A. Relationship between the age of the respondents and stress factors

$H_0$ : There is no significant difference between the age and stress factors.

$H_1$ : There is significant difference between the age and stress factors.

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	24.454 <sup>a</sup>	12	.018
Likelihood Ratio	26.453	12	.009
Linear-by-Linear Association	7.662	1	.006
N of Valid Cases	100		

a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .27.

Interpretation:

Tabulated value (T.V) (0.05,12) = 21.026

Calculated value (C.V) = 24.454

$C.V > T.V$

Hence,  $H_0$  is rejected. So, there is significant difference between age and stress factors.

B. Relationship between gender and stress factors

$H_0$ : There is no significant difference between the gender and stress factors.

$H_1$ : There is significant difference between the gender and stress factors.

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.559 <sup>a</sup>	4	.469
Likelihood Ratio	4.330	4	.363
Linear-by-Linear Association	1.442	1	.230
N of Valid Cases	100		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is .88.

Interpretation:

Tabulated value (T.V) (0.05,4) = 9.488

Calculated value (C.V) = 3.559

$C.V < T.V$

Hence,  $H_0$  is accepted. So, there is no significant difference between the gender and stress factors.

C. Relationship between job experience and stress factors

$H_0$ : There is no significant difference between the age and stress factors.

$H_1$ : There is significant difference between the age and stress factors.

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.460 <sup>a</sup>	12	.217
Likelihood Ratio	18.221	12	.109
Linear-by-Linear Association	.481	1	.488
N of Valid Cases	100		

a. 13 cells (65.0%) have expected count less than 5. The minimum expected count is .60.

Interpretation:

Tabulated value (T.V) (0.05,12) = 21.026

Calculated value (C.V) = 15.460

$C.V < T.V$

Hence,  $H_0$  is accepted. So, there is no significant difference between the job experience and stress factors.

## V. Findings

1. Majority 47% of the respondents are belonging to the age group of above 45.
2. Among the respondents majority 56% of them are male employees.
3. Majority 88% of the respondents are married.
4. Among the respondents majority 46% of them are graduates.
5. Majority 50% of the respondents have experience above 16 years.
6. Majority 78% of the respondents are earning above 50000.

## VI. Conclusion

Stress has become an inexorable factor which can cause harm to employee's health and performance. More stress at work is caused by work overload, time pressure and by not providing individuals with the autonomy to do their work as they would like. Work-related stress is difficult to measure, and its symptoms can often remain hidden. It is important to appeal to employers and managers to pay due respect to their employees and create good working conditions for them. The best tool for the prevention of work-related stress and associated problems is to comply with all legal requirements, create good working conditions for employees and provide fair dealing by the employer.

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