



A STUDY TO ASCERTAIN THE STRESS LEVEL OF EMPLOYEES: WITH SPECIAL REFERENCE TO PATANJALI PVT. LTD.

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Abstract: This article has focused on the stress level of employees in a Patanjali Private Limited with different categories of the employees' status in an organization. Which comprises chief manager, supervisors, staff, clerk, operator, store manager, chief technician, sales department and other employees. Nowadays, stress is a very common phenomenon in any organization and employees are influenced by work style, condition, and environment, demonstration effect. Paper has covered employees' work style and stress conditions that exist in an organization. There are various causes behind the stressful environment in a Patanjali organization such as: interrupted, taking decisions, regular work, overtime, workload and employees expectations etc.

Key words: - Employees, Performance, Stress, Organization, Job, Status, Work.

1.1 INTRODUCTION

Stress has become an ever-increasing focal point in the world of business. As an employee, you hear about it all the time. Downsizing at a company creates stress among the remaining workers when workloads, and time at work increase. Surveys show that employees often struggle to find a balance between job responsibilities and family responsibilities. Companies go out of business in this competitive environment, and because of that job security is not what it once was.

Stress may be defined as “a state of psychological or physiological imbalance resulting from the disparity between situational demand and the individual’s ability or motivation to meet those demands.” Dr. Hans Sale, described stress as “the rate of all wear and tear caused by life”.

There are various factors responsible for causing stress in an organization. Factors that cause stress are called "Stressors." The following are the sources or causes of organizational and Non-organizational stress. The main sources or causes of an organizational stress are:- 1. Career Concern 2. Role Ambiguity 3. Rotating Shifts 4. Role Conflict 5. Occupational Demands: 6. Lack of Participation in Decision Making: 7. Work Overload 8. Work under load 9. Working Conditions 10. Lack of Group Cohesiveness 11. Interpersonal and Intergroup Conflict 12. Organizational Changes

1.2 REVIEW OF LITERATURE

Review of literature is playing a crucial role for understanding facts and enhancing knowledge about research problems. Following review of literature will help to understand the research problem.

Farida Saleem & et al. (August 2021) has examined in this paper about relationship of work stress due to COVID-19 and EP. And used social exchange theory (SET), safety culture (SC) is presented as a moderator for stress and performance relationships. A sample of 213 bank employees was collected using a convenient sampling method.

Results revealed that COVID-19 STR has a negative impact on task and contextual performance (CP) and a positive impact on adaptive performance (AP). Similarly, the prevalence of SC significantly moderates the stress and performance relationships.

M.Suresh & et al. (2020) paper has described employee stress level assessment in apparel Industry. The study demonstrates an application of a multi-grade fuzzy approach to measure employees stress level. This is the first time that the employee stress level assessment framework has been developed in the garment industry sector. This study suggests that stress level assessment is essential to identify the current stress level of employees in the workplace.

Deepti Bhargava and Hemant Trived (2018) paper has focused that stress is a condition of mental pressure for particular individuals facing problems from environmental and social well-being which leads to so many diseases.

Kamaldeep Bhui & et al. (2016) has identified the causes of stress at work as well as individual, organisational and personal interventions used by employees to manage stress in public, private and non-governmental organizations (NGOs). Qualitative interviews were conducted with 51 employees from a range of organisations.

Ashok Panigrahi (2016) has discussed that stress is generally indicated as a deviation from normal functioning of body and mind. Stress can approach an organization due to many reasons such as control over work, managerial style of manager etc. Stress in limited quantities is beneficial to organization and employee as well.

Jamal (1990) The present study examined the relationship of job stress, job stressors, and Type-A behavior pattern with employees' job satisfaction, organizational commitment, psychosomatic health problems, and turnover motivation among full-time nurses (N = 215) working in a large Canadian hospital. Both job stress and stressors (role ambiguity, overload, conflict, and resource inadequacy) were significantly related to four outcome variables.

1.3 OBJECTIVES

1. To study about the effect of stress on employees in Patanjali PVT. LTD.
2. To identify situations that causes stress.

1.4 RESEARCH METHODOLOGY

This paper is based on a certain methodology, which is a way to systematically solve the problem or attain its objectives. It is a very important guideline and leads to completion of any project work through observation, data collection and data analysis.

1.5 SOURCES OF DATA COLLECTION

Primary Sources: The procedure followed in the collection of primary data is from structured questionnaire and interview from the target employees.

Secondary Sources: The data is collected through information available with the company in the form of past records, newspaper articles, journals etc.

1.6 SAMPLE SIZE

A sample size of 40 employees has been taken; the sample was selected using convenience sampling. The total population of 40 respondents, which comprises different levels of work status of the employees.

And used questionnaires (Feedback Forms) for collecting the information from employees in the organization. Interview and observation has played a crucial role in understanding the work status of the employees in the Patanjali organization.

1.8 TOOLS AND TECHNIQUES FOR DATA COLLECTION

The primary information was collected by distributing the questionnaires and by performing surveys. On the basis of tables, the facts are presented in the form of pie charts.

1.9 STATEMENT OF PROBLEM

The stress level among employees decreases the performance and also deteriorates the physical and intellectual functioning. High stress affects the creative performance and results in forgetfulness, frequent mistakes, restlessness, lack of concentration or irritability.

1.10 PLAN OF ANALYSIS

1. The data is collected and classified using convenience sampling method.
2. The classified data is tabulated and calculated into percentages.
3. The tabulated data is shown in the figures & pie charts for better understanding.

2.1 WORK STATUS OF THE EMPLOYEES IN PATANJALI PVT. LTD.

This section has discussed the work stress of employees during the job in an organization. And analyze the work status of the employee's work life balance. The table below shows the work status of the employee in an organization (Patanjali Pvt. Ltd).

Response	Number of Respondents	Percentage
Less than 6 months	12	30%
1-2 years	10	25%
3-5 years	14	35%
More than 5 years	4	10%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

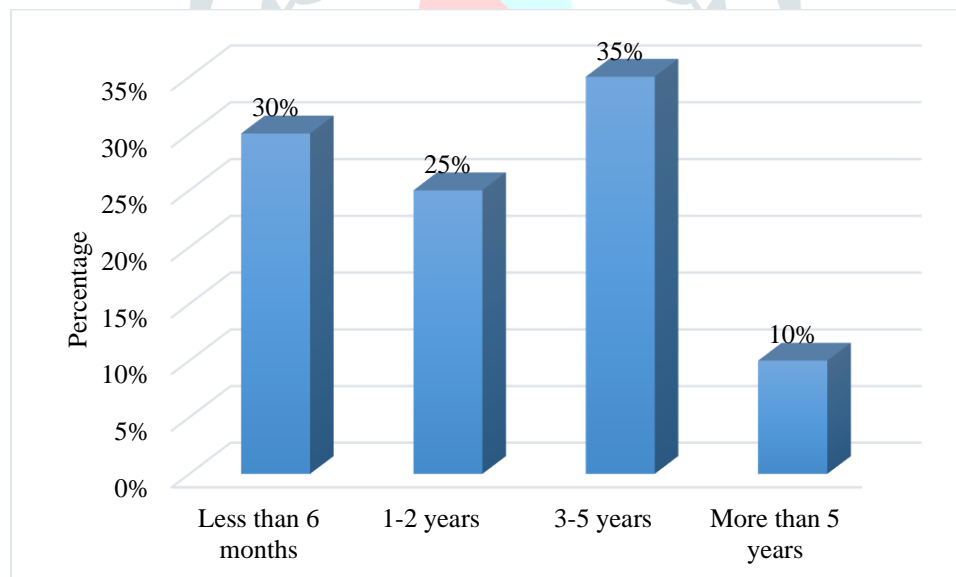


Figure 2.1

Table 2.1 & Figure 2.1 shows the number of year's service of employees in the Patanjali Pvt. Ltd. organization. After analysis it has been found that out of 40 respondents, 12 of them have worked for less than 6 months, 10 of them have worked for 1-2 years, and 14 of them have worked for 3-5 years and 4 of them for more than 5 years.

Its means that maximum number of the workers have worked in between 3-5 years and minimum more than 5 years.

It is implied that there are very few experienced workers who are working in the organization between 3-5 years and also above 5 years. The other employees are newly employed to the organization.

Response	Number of Respondents	Percentage
Yes	8	20%
No	11	27.5%
Often	7	17.5%
Rarely	14	35%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

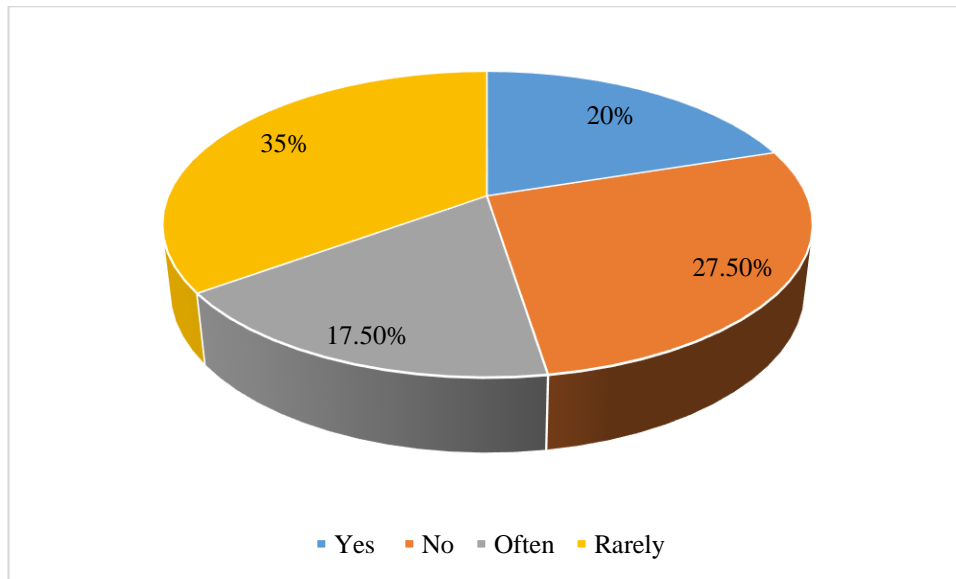


Chart 2.1

Table 2.2 & Chart 2.1: It has been found that out of 40 respondents, 8 of them have enough time to perform their work without any disturbance, 11 of them do not have time to perform their work without disturbance, 7 of them often have time to perform their work without any disturbance and 14 of them find time rarely to perform their work without disturbance.

Analysis shows whether the employees are able to do their work in the given time frame, without any disturbance. From the data collected it can be analyzed that less than half of the employees say no, few workers say they are rarely interrupted at work and majority employees say yes, that means they are working in a favorable environment.

Response	Number of Respondents	Percentage
Yes	29	72.5%
No	8	20%
Often	0	0%
Rarely	3	7.5%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

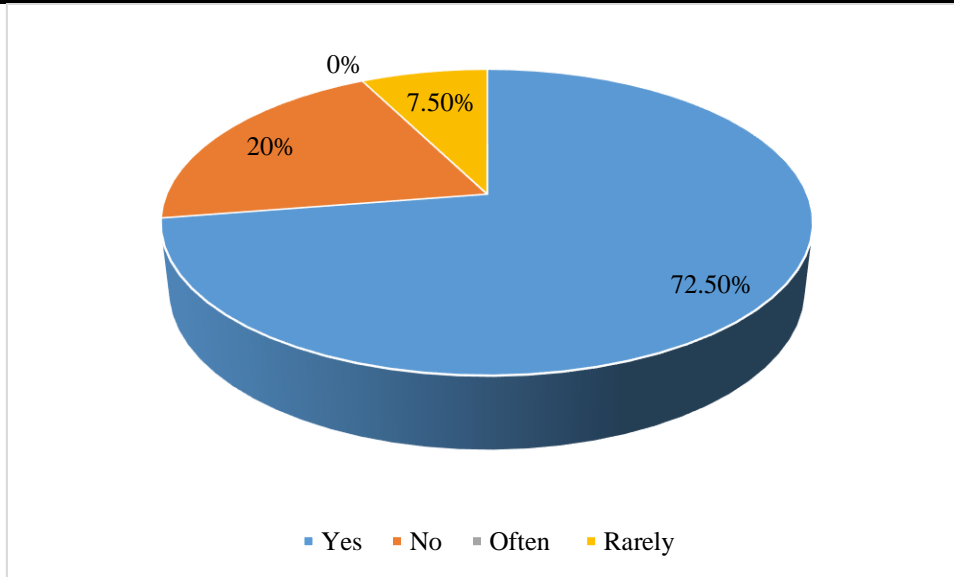


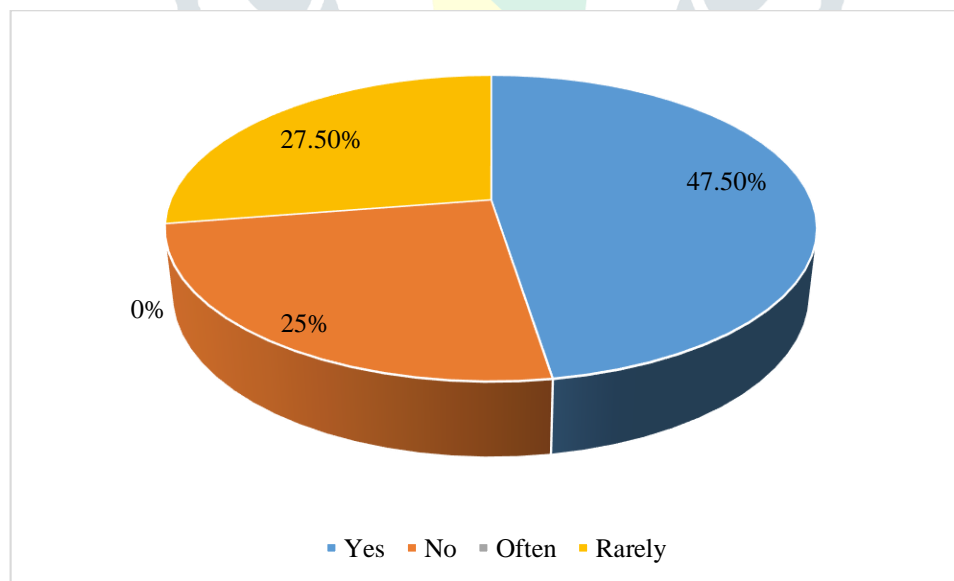
Chart 2.2

Table 2.3 & Chart 2.2: It has been found that out of 40 respondents, 29 of them say yes, 8 of them say no and 3 of them say rarely, they experience headaches / migraines.

It is implied that the majority of the employees suffer from headaches or migraines due to the stress level in the working conditions but there are also employees who do not have and are rarely affected by any kinds of stress diseases.

Response	Number of Respondents	Percentage
Yes	19	47.5%
No	10	25%
Often	0	0%
Rarely	11	27.5%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).



Char 2.3

Table 2.4 & Chart 2.3: It has been found that out of 40 respondents, 19 of them get time to meet their personal obligations every day, 10 of them do not get time to meet their personal obligations, 11 of them rarely get time to meet their obligations.

It is implied that few employees are not able to and few employees are rarely getting time to meet their personal obligations every day. And less than half of the employees are able to cope up with their professional and personal life.

Table 2.5: If Employees Get Angry When You Interrupted At Work		
Response	Number of Respondents	Percentage
Yes	17	42.5%
No	12	30%
Often	11	27.5%
Rarely	0	0%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

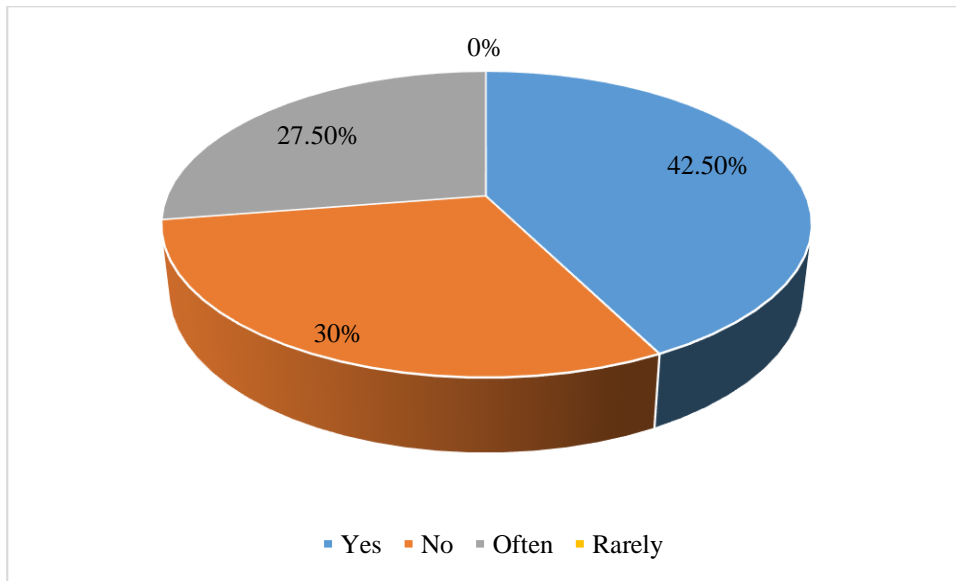


Chart 2.4

Table 2.5 & Chart 2.4: It has been found that out of 40 respondents, 17 of them say yes, 12 of them say no, 11 of them say often, 0 of them say they rarely get angry when interrupted at work.

Result shows the employee's anger schedule when interrupted at work. Half and more than quarter of the entire working population say yes and often, many employees in the organization say no. That means few employees are calm and composed at work, in contrast to half of the employees who can't co anger.

Table 2.6: Employees Who Experience Trouble in Taking Decisions		
Response	Number of Respondents	Percentage
Yes	10	25%
No	21	52.5%
Often	9	22.5%
Rarely	0	0%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

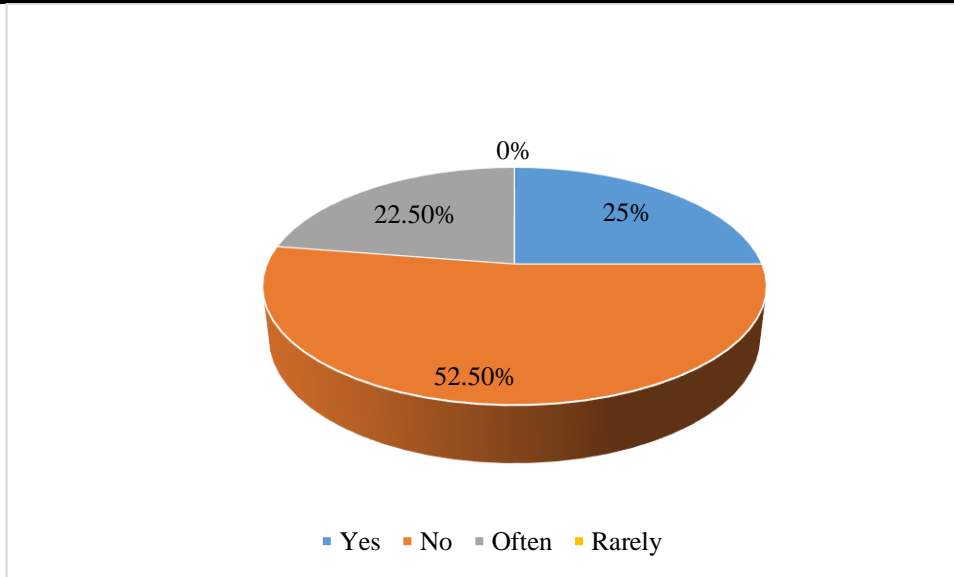


Chart 2.5

Table 2.6 & Chart 2.5: It has been found that out of 40 respondents, 10 of them said yes, 21 of them said no and 9 of them said often and 0 people said rarely they experience trouble in taking decisions.

It shows that few employees say yes and few say often, but more than half of the employees say no, they do not experience any trouble while making any important decisions as they feel confident about their decision making skills.

Response	Number of Respondents	Percentage
Yes	14	35%
No	8	20%
Often	13	32.5%
Rarely	5	12.5%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

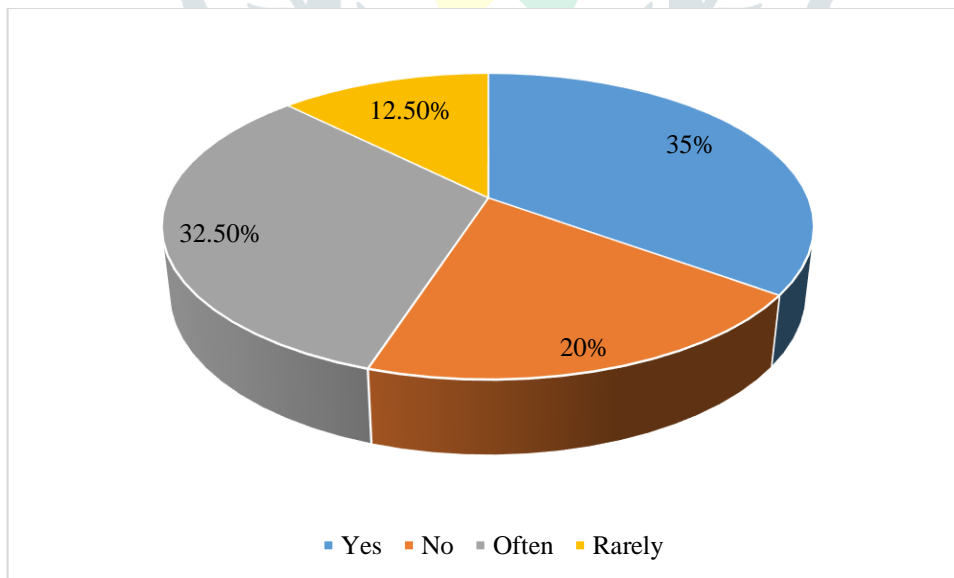


Chart 2.6

Table 2.7 & Chart 2.6: It has been found that out of 40 respondents, 13 of them said often, 5 of them rarely, 14 of them yes, 8 of them said no they feel stressed because their job is monotonous.

Result shows that less than half of the employees are stressed all the time and few others are often under stress and least of the employees are rarely stressed because their job is monotonous while the rest of the employees are also happy about their job and the working environment.

Table 2.8: Employees Who Lose Temper While Being Stressed At Work		
Response	Number of Respondents	Percentage
Yes	15	37.5%
No	7	17.5%
Often	14	35%
Rarely	4	10%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

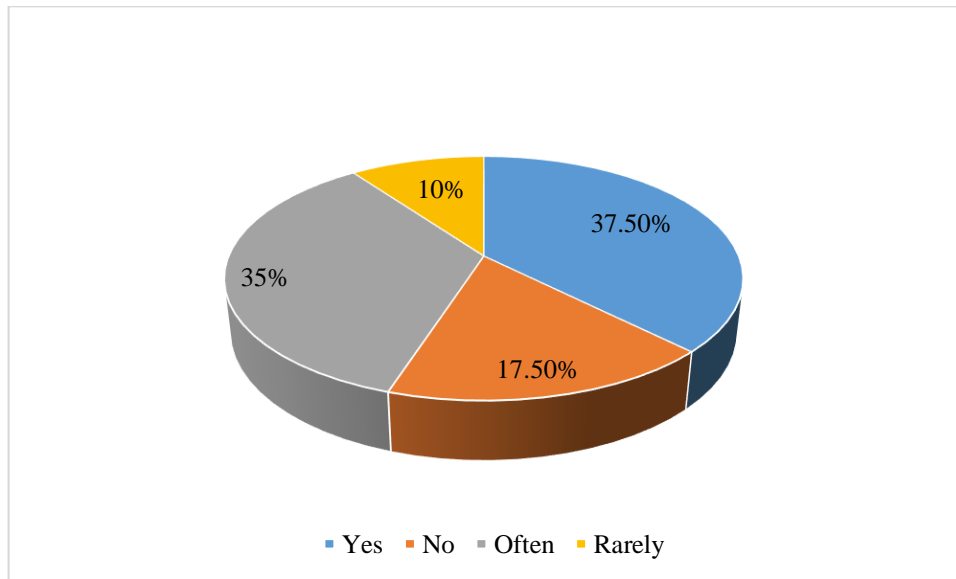


Chart 2.7: Employees who loss temper being while stressed at work

Table 2.8 & Chart 2.7: It has been found that out of 40 respondents, 15 of them say yes, 7 of them no, and 14 of them often, 4 of them rarely lose temper while being stressed at work.

Result shows that few say rarely and no, that means employees have patience to deal with the difficult situations without losing temper but less than half of the employees say yes and very often they lose temper while being stressed at work.

Table 2.9: Employees Who Plan Their Day & Work out That Plan		
Response	Number of Respondents	Percentage
Yes	7	17.5%
No	23	57.5%
Often	6	15%
Rarely	4	10%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

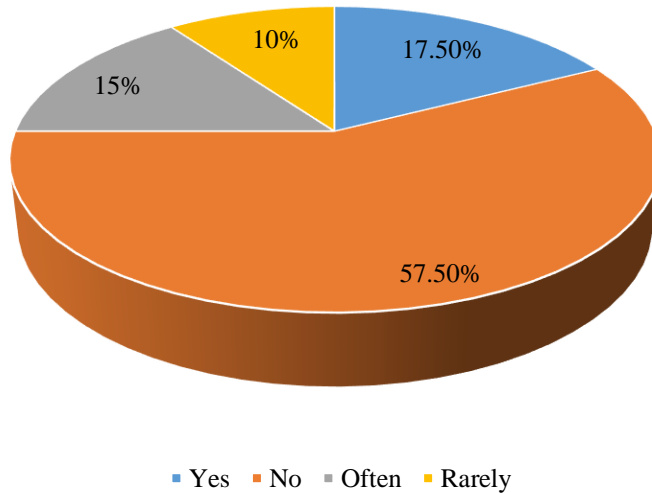


Chart 2.8

Table 2.9 & Chart 2.8: It has been found that out of 40 respondents, 23 of them said no, 7 said yes and 6 said often and 4 said rarely they plan their day and work out that plan.

It means that the majority of them do not plan their day and work out the plan but the other employees in the organization also say yes, often and rarely do they plan their daily schedule which in turn will help them in achieving the benchmark they set for the day.

Response	Number of Respondents	Percentage
Yes	15	37.5%
No	16	40%
Often	5	12.5%
Rarely	4	10%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

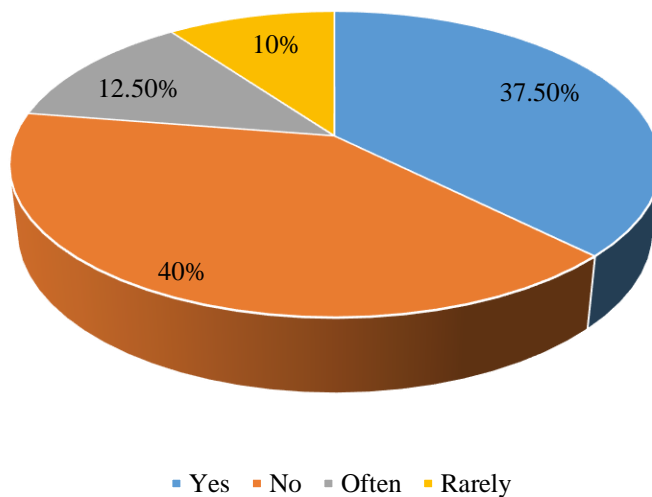


Chart 2.9

Table 2.10 & Chart 2.9: It has been found that out of 40 respondents, 15 employees said yes, 16 employees no, 5 employees often, 4 employees rarely are anxious to finish an assignment so that they can switch to the next job.

It means that less than half of the employees are not anxious to finish an assignment, so that they can switch to another job while the others say yes and least of the employees say often and rarely they try to finish their assignments quickly and this shows their anxiety level in completing tasks and switching to next work.

Response	Number of Respondents	Percentage
Yes	7	17.5%
No	7	17.5%
Often	12	30%
Rarely	14	35%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

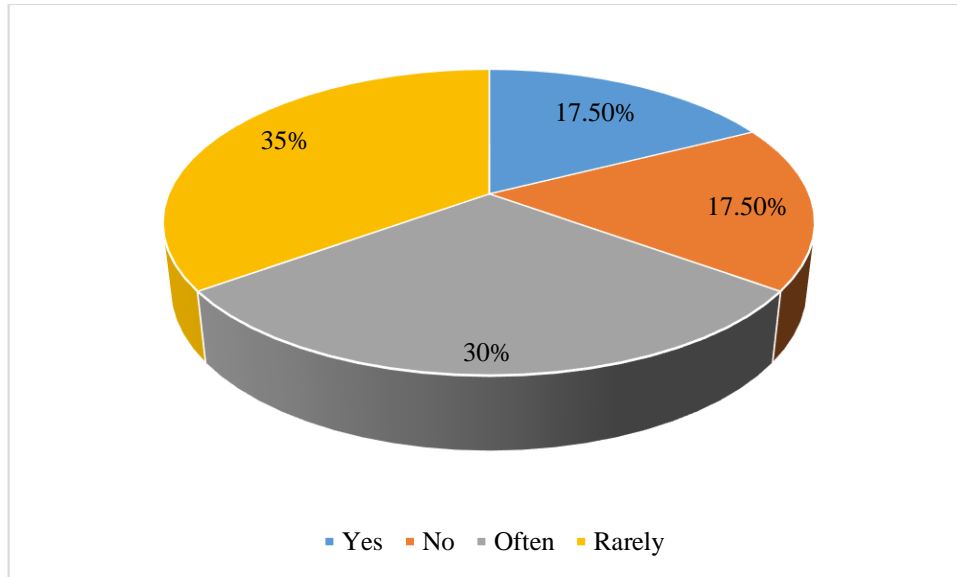


Chart 2.10

Table 2.11 & Chart 2.10: It has been found that out of 40 respondents, 7 employees said yes and 7 said no, 12 often, 14 rarely are affected when they are under stress.

It means that an equal number of employees in the organization say their productivity is and not affected to a great extent when they are under stress. But the other majority of employees say very often and rarely their productivity is affected when they have great pressure at work.

Response	Number of Respondents	Percentage
Yes	15	37.5%
No	12	30%
Often	9	22.5%
Rarely	4	10%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

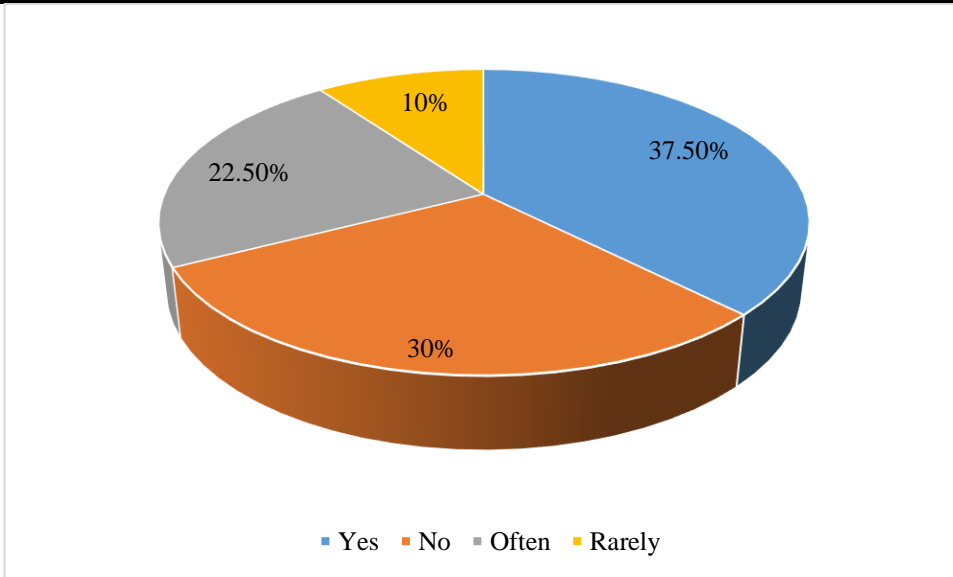


Chart 2.10

Table 2.12 & Chart 2.10: It has been found that out of 40 respondents, 4 employees rarely, 9 employees often, 12 employees no, 15 employees say yes, and the pay package indirectly causes stress to them.

From the above graph we can infer that the majority of the employees say yes, often and rarely are under stress due to their pay package while in contrast the other few employees are satisfied and are happy about their pay scale.

Table 2.13: Employees Who Find Their Job Stressful		
Response	Number of Respondents	Percentage
Yes	5	12.5%
No	10	25%
Often	8	20%
Rarely	17	42.5%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

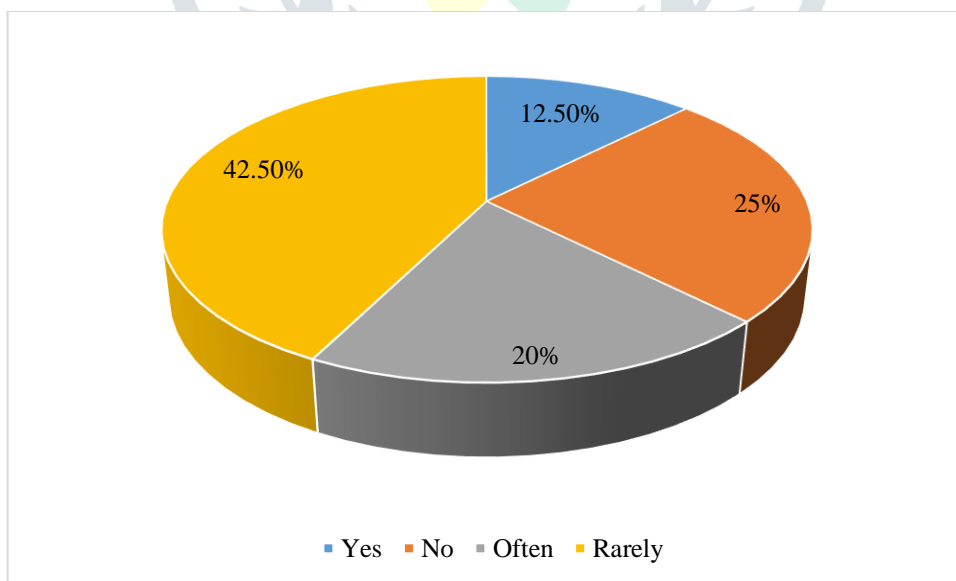


Chart 2.12

Table 2.13 & Chart 2.12: It has been found that out of 40 respondents, 5 employees said yes, 10 employees say no, 8 employees say often and 17 employees said rarely they find their job stressful.

Result shows that least of the employees in the Patanjali Pvt. Ltd. Haridwar finds their job stressful throughout, the other range of employees say often and rarely the environment of Industry builds a lot of pressure and adds to their stress. While less than half of the employees do not find their job stressful in the organization.

Table 2.14: If Employees Regularly Work Over Time / More Than 8 Hours

Response	Number of Respondents	Percentage
Yes	34	85%
No	0	0%
Often	4	10%
Rarely	2	5%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

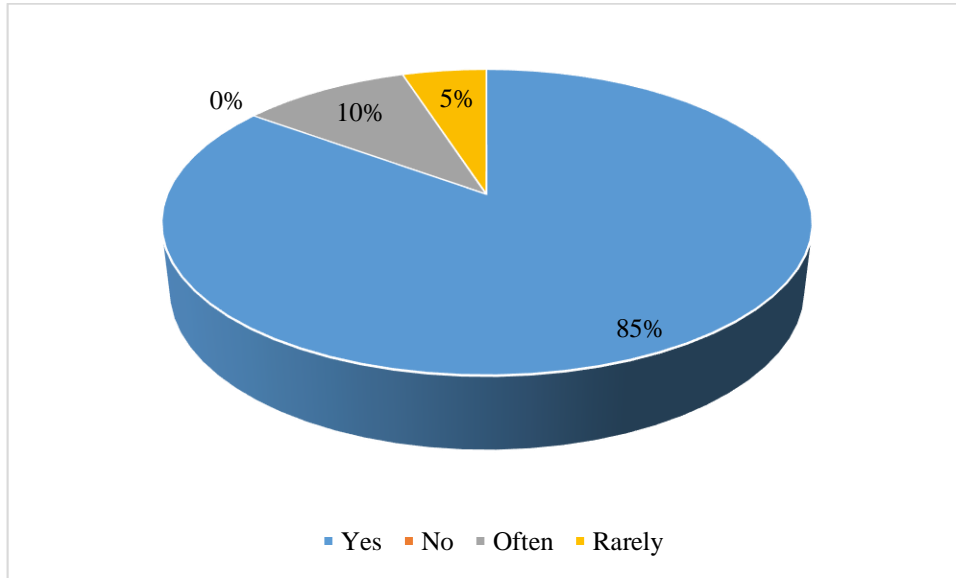


Chart 2.13

Table 2.14 & Chart 2.13: Out of 40 respondents, 34 employees say yes, 4 employees say often and 2 employees rarely work over time or more than 8 hours.

Result shows that more than half employees work over time when they have to meet the organization’s target and some middle level employees also do often and rarely.

Table 2.15: If the Work Load Is the Reason for Stress among Employees

Response	Number of Respondents	Percentage
Yes	11	27.5%
No	10	25%
Often	9	22.5%
Rarely	10	25%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

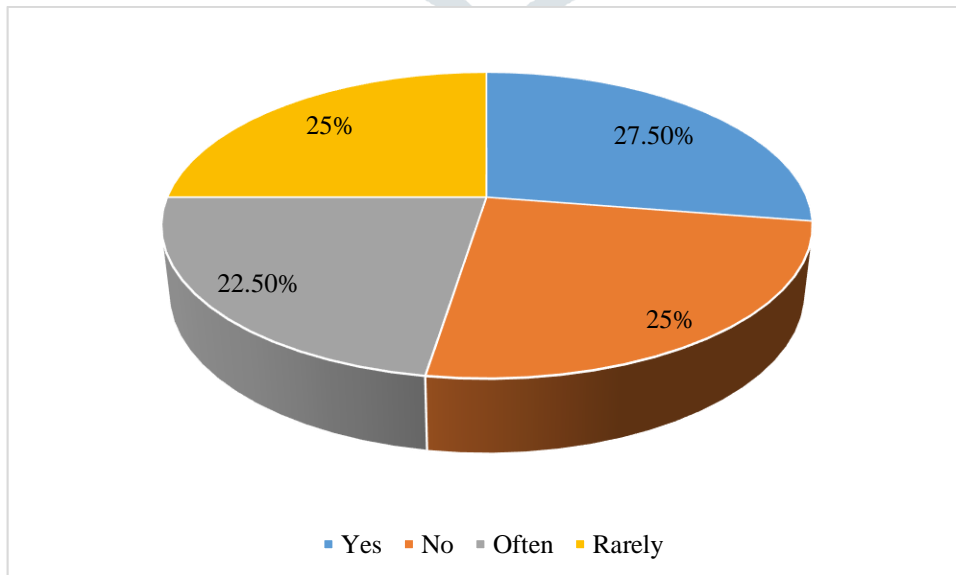


Chart 2.14

Table 2.15 & Chart 2.14: It has been analyzed that out of 40 employees, 11 employees yes, 10 employees no, 9 employees often, 10 rarely find the workload to be the reason for stress.

It means that work load is not the only prime reason causing stress as there are equal numbers of employees who say they are not and only rarely do they find workload as a reason for stress. While the other few employees say yes and often they find too much workload to be the cause for their stress.

Table 2.16: If Employees Have Any Effect of Stress on Health		
Response	Number of Respondents	Percentage
Yes	20	50%
No	10	25%
Often	0	0%
Rarely	10	25%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

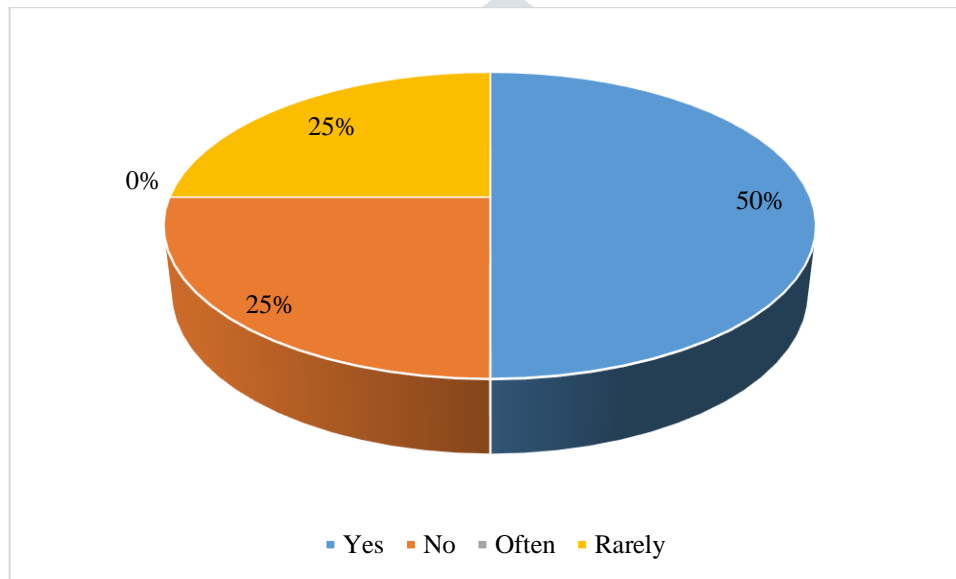


Chart 2.15

Table: 2.16 & Chart 2.15: It has been found that out of 40 respondents, 20 employees say yes, 10 no, and 10 rarely have the effect of stress on health.

Result shows that half of the employees in the organization have an effect of stress on their health either physically or mentally. The other minor group of employees say rarely do they find any impact on their health due to stress and the rest of the employees say they have no health issues.

Table 2.17: Employees Expectations from the Management to Relieve the Stress		
Response	Number of Respondents	Percentage
High pay package	22	55%
Training	8	20%
Recruit supportive staff	10	25%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

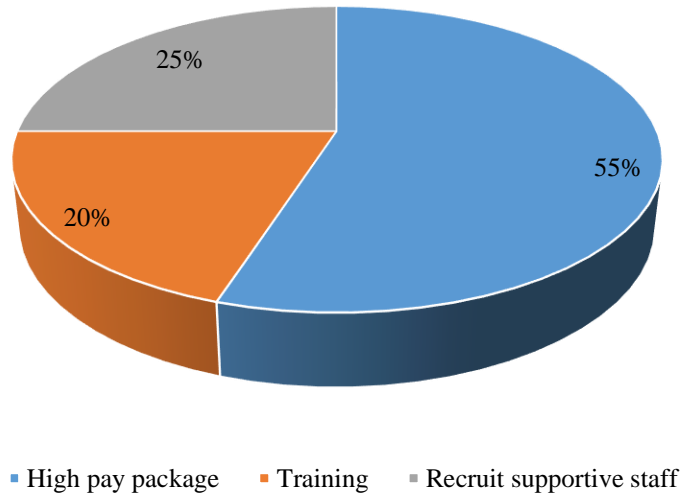


Chart 2.16

Table 2.17 & Chart 2.16 It has been found that out of 40 respondents, 22 employees prefer a high pay package, 8 employees need training, and 10 employees want supportive staff.

It means that more than half employees want high pay packages for difficult work, the other quarter of the employees want the organization to recruit supportive staff which would help them share the workload and few other employees want the management to give training before assigning difficult works.

Table 2.18: What Employees Generally Do To Relieve Stress

Response	Number of Respondents	Percentage
Going for a walk	7	17.5%
Exercise/Yoga	13	32.5%
Socialize	4	10%
Music/Movies	16	40%
Total	40	100%

Source: Primary Survey Patanjali Pvt. Ltd. (Year 2022).

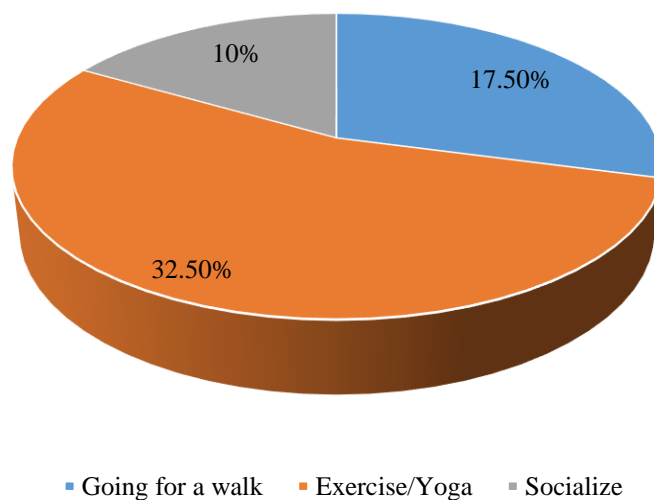


Chart 2.17

Table 2.18 & Chart 2.17: It has been found that out of 40 respondents, 7 employees go for a walk, 13 employees do yoga/ exercise, 4 employees socialize, 16 employees watch movies and listen to music to relieve stress

Result shows that stress busters of the employees vary and employees mostly prefer to listen to music and watch movies, few other employees are engaged with yoga and exercise which would keep them fit, and least of the employees like to socialize when they are stressed.

CONCLUSION

The stress of employees at Patanjali Pvt. Ltd., Haridwar is within the optimal range for performance and the stress builds could be controlled. The various stress indicators of the employees are experiencing troubles while making decisions, getting angry while interrupted at work, experiencing repetitiveness in mistakes or approach, difficulties in concentrating or remembering things, experiencing frequent headaches and migraines etc.

The common responses given by employees under stress are heavy workload, working overtime, low pay package, lack of training etc. It is also a comfortable environment to work in as the majority of employees are able to work without disturbances or interruptions and also they get time to meet their personal obligations. But since it is a consumer goods and healthcare industry, the environment adds on to an employee's stress.

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