

A STUDY ON “STRESS MANAGEMENT” OF EMPLOYEES AT WORKPLACE IN SALEM DISTRICT.

Dr.N.AMUDHA., M.Com., M.Phil., Ph.D.,
Assistant professor in commerce,
Jairam Arts & Science college,
Salem-636008.

ABSTRACT:

In the present world, Every human beings are carrying stress wherever they move on. Stress creates unhappiness in the work place. Living these days could be a ton tougher than it had been even within the times of the considerable unhappiness. Today push administration is vital in everybody's lives. There square measure varied approaches to manage pressure extending from the managing the explanations for worry to simply overwhelming off its belongings. Stress people can be notified by following symptoms viz., poor memory, inability to concentrate on work, loneliness, isolation in taking decision for many problems, chest pain, neglecting responsibilities, usage of drugs etc. To overcome stress in the work place, Stress management programs and policies are given to the employees to reduce stress in the work place. Employees operating under manageable levels helping to maintain a strong healthy workplace culture conducive to creativity and productivity.

Key words: Stress management, Poor memory, Isolation, Inability.

INTRODUCTION:

The stress is steadily have begun in the latest half of the twentieth century. The stress is involved for employees in every field today. In the beginning stress was found general adaption disorder to study on psychological dimensions. It is similar to manage through various principles and techniques. Stress is a different level in an Organization ie; Individual; Group; Organization which force employees to change the pattern behaviors. The stress situation is of two types they are, Short time situation and Long time situation. Short time situation is getting stuck in Traffic and Long time situation is due to death of blood relations or any health issues occurred.

Stress has become a part of our life. It is key to develop how to interpret ,and react to circumstances. This will help you to develop coping techniques for managing stress. People have changes in their lives such as going to college, getting married, changing jobs, or illness-are sources of stress. Keep in mind that You cannot avoid stress, but you can learn how to manage stress. So don't let stress to manage you. Stress is the state of mental and emotional strain which results in “strain pressure, tension, nervous tension, worry, anxiety and more”. Persons affected by stress both physically and psychologically. The Stress is released adrenaline that fight. The work place stress is becoming increasingly day by day for an employees, employers and the society at large. At present new attention techniques on management of human resources came into existence.

The word stress is not a new one. It is as old as mankind. Since time immemorial various concepts developed by ancient Indian scholars, which relates to phenomenon of stress. The ancient philosophical, religious texts like Ramayana and Baghawad Gita and various indigenous systems like Samkhya, Yoga and Ayurveda deliberate in native forms as stress. Dukha means 'pain'- sufferings, Klesha means 'Afflictions' etc, have indicated the traces of the origin of stress in India. Klesha have its origin which means to 'torment', or "cause pain".

Avidya means 'Ignorance', Asmita means 'Egoism', Raga means 'Attraction', Divesa means 'Repulsion', Abhinivesa means 'Lust for Life', are the five types of Klesha. The life is equivalent to Dukha which indicates that even pleasure and enjoyment of worldly 'goodness' can be sources of stress.

CONCEPT:

Stress Management is a wide spectrum techniques which is used to control the person's level of stress. The accent comes from latin word "Stringere" which implies "to draw tight". Stress produce numerous physical and mental symptoms which is different from individual factor. Stress reducing techniques involves 'Routine Exercise, Finding Hobby, Speaking with a trusted one, etc., The main concept of stress is to acquire the basic needs of the people that is Physiological, Safety, Belongings, Self-esteem and Self-actualization.

OBJECTIVES OF THE STUDY:

- ❖ To clearly identify the stress level of an employee in an organization.
- ❖ To study the type of Environmental factors that affects the employee leads to stress.
- ❖ To ensure the common individual factors that can cause stress at work.

SCOPE OF THE STUDY:

The present study focus its attention on stress management on IT sector, Banking sector, and Educational sector. The present study conducted on the district of Salem. This city, like any other cities is a mixture of rich and poor and influenced by rapid growth of urban population. Many employees have been working in and around the Salem city with stress and thus condition thus present study was found suitable.

METHODOLOGY:

The research design is a plan structure and strategy of study convenience to obtain answers to research problems and in variances with a economic in procedure. It constitutes the blue print for the collection, measurement and analysis of data. The study is a combination both descriptive and analytical.

DATA COLLECTION:

The study is based on the primary data. The primary data was collected from respondents of Salem district using structured questionnaire. The secondary sources of data includes publication of Journals, Books, Websites, Newspapers and periodicals. The primary data was collected from an sample of 50 respondents of Salem district. Using convenient random sampling method.

LIMITATION:

This study is conducted only in the Salem city and cannot applied to other area which have unique characteristics of their own. The primary data used in the study is based only on the information applied by the respondents.

TABLE 1.1**No. of. Respondent suffering in stress during working hours**

	Respondents	Percentage
Always	15	30%
Never	14	28%
Sometimes	18	36%
Often	3	6%
Total	50	100%

It is seen from the Table 1.1 that among the respondents, 36% persons suffering stress sometimes, 30% of persons always suffering stress, 28% of persons Never suffering from stress,6% of persons Often suffering from stress.

TABLE 1.2

Null Hypothesis:

H₀= There is no significance difference between stress level among peoples.H₁=There is significance difference between stress level among employees.

	Highly agree	Agree	Disagree	Highly disagree	Total
I have to neglect some task	0	2	6	2	10
I will receive respect at work	8	0	2	0	10
I have to work intensively	8	0	2	0	10
My work culture is supportive	9	0	1	0	10
I am engage in regular exercise	4	1	3	2	10
Total	29	3	14	4	50

Here the calculated value =0.009381 > table value=1.96

So, H₀ is rejected, there is no significance difference between stress level among employees.

H₁ is accepted, there is significance difference between stress level among employees.

SUGGESTION & CONCLUSION:

It is found that the employees always face stress through headaches at their work and sometimes feel sleeplessness due to overloaded of work. The level of stress changes between employees to manage their social life. They should get some sufficient refreshment breaks and have healthy environment to work. Every management must have a interest to care their employees stress and make them most comfortable at workplace.

REFERENCE

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