

A STUDY ON THE STRESS MANAGEMENT AMONG EMPLOYEES OF MANJILAS GROUP OF COMPANIES

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Abstract

Employees stress is growing concern for organizations today. It has become a major concern of the modern times as it can cause harm to employee's health and performance. Present study is concentrated on the working condition and work stress of the employees. The study also aims to identify the strategies for reducing stress among employees.

INTRODUCTION

Stress is a part of day-to-day living. It is a common human phenomenon and part of life as an employee in an organization. Organizational life is quite stressful. Work pressures, tight schedules, meetings that never seem to end on time, unhelpful colleagues, critical bosses, incompetent subordinates and a host of other irritating factors may all have a cumulative effect in making the lines of modern day executives quite miserable.

Stress is not always negative. It may also bring out the best in individuals at times. It may induce an individual to discover innovative and smarter way of doing things. This positive dimension of stress is called a Eustress. But usually, the term stress has a negative implication and this negative aspect of stress is termed as Distress. Dr.Hans Selye has defined stress as "the rate of all wear and tear caused by life".

Cause of Stress

The factors which cause stress may be grouped under two headings, namely:
(1) Organizational Factors- discrimination in pay/salary structure, strict rules and regulations, ineffective communication, peer pressure, Goals conflicts, more of centralized and formal organization structure, less promotional opportunities, lack of employees participation in decision-making, excessive control over the employees by the managers.

(2) Personal Factors- there are various expectations which the family members, superior and subordinates have from the employee. Failure to understand such expectations or to convey such expectations lead to role ambiguity/ role conflict which in turn causes

employee stress. Other individual factors causing stress among employees are inherent personality traits such as being impatient, aggressive, rigid, feeling time pressure always, etc. similarly, the family issues, persona financial problems, sudden career changes all lead to stress.

SIGNIFICANCE OF THE STUDY

Present study is concentrated on the working condition and work stress of the employees. Employees stress is growing concern for organizations today. The significance of the study is to analyze the level of Stress among the employees of Manjilas Group Of Companies. The study aims to identify the strategies to manage Stress. The study is limited to the identification of the original factors causing stress of the employees related to working condition in Manjilas group of Companies.

OBJECTIVES OF THE STUDY

- ❖ To analyze the level of Stress among the employees
- ❖ To identify the factors causing Stress among employees.
- ❖ To study about the effect of Stress on employees.
- ❖ To identify the strategies to manage Stress.

METHODOLOGY USED

Primary source: Data was collected by the way of personal interviews, filling up of questionnaires and discussions with the respondents.

Sampling Method: Random Sampling

Sample size: 60 respondents

Analysis and interpretation: Statistical tools such as tables, graphs, diagrams, percentage analysis and Likert scale are used

DATA ANALYSIS AND INTERPRETATION

1. Socio – Economic profile of the respondents

1. Gender	No. of Respondents	Percentage
Male	32	64
Female	18	36
2. Age (years)		
Below 30	32	64

30-40	16	32
40 and above	8	16
3. Marital status		
Single	23	46
Married	27	54
4. Experience		
Less than 1 years	6	40
1 year	13	26
2 years	11	22
3 years and more	6	12

Source: field survey

2 SALARY STRUCTURE OF THE EMPLOYEES

SALARY	NO. OF RESPONDENTS	PERCENTAGE
Below 10000	10	17
10000- 15000	16	26
15000- 20000	24	40
20000 above	10	17
Total	60	100%

INTERPRETATION : 40% of employees get a pay between 15000-20000, 26% employees get a pay between 10000- 15000, 17% of employee have salary below 10000 and also 17% of employees have salary above 20000. The firm has an appropriate pay scale.

3 OPINON ABOUT THE JOB

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Challenging	6	10
Interesting	18	30
Routine	10	17
Monotonous	12	20
Boring	14	23
Total	60	100

It is observed from the survey that 30% of respondents feel the job was interesting. 23% of them feel it boring. 10% of them, the job feel it challenging. 17% of the respondents feel that the job was a routine work and 20% of them were monotonous

4 OPINION ABOUT THE WORKING CONDITION IN THE ORGANIZATION

SATISFACTION	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	14	23
Satisfied	22	37
Neither satisfied	6	10
Dissatisfied	10	17
Highly dissatisfied	8	13
Total	60	100

37% of employees are satisfied with the working condition of the firm. 23% are highly satisfied, 17% are dissatisfied and 13% are highly dissatisfied with the working condition of the firm. And 10% employees are in neutral.

5 OPINION ABOUT THE TRAINING PROGRAMS CONDUCTED IN ORGANIZATION

OPINION	NO. OF RESPONDENTS	PERCENTAGE
Excellent	5	8
Good	24	40
Average	31	52
Bad	0	0
Total	60	100

Majority of the respondents are of the opinion that the training programs conducted in the organization is of average quality. 40% of them had given good opinion. 8% of the respondents had given excellent opinion. None of them mentioned that the training programs that conducted in the organizations are bad

6 OPINION ABOUT THE PAY PACKAGE PROVIDED BY THE ORGANISATION

OPINION	NO. OF RESPONDENTS	PERCENTAGE
Highly satisfied	11	18
Satisfied	16	27
Neither satisfied	19	32
Dissatisfied	9	15
Highly dissatisfied	5	8
Total	60	100

It is evident from the survey that 32% of the employees are neither satisfied with pay scale provided. 27% of are satisfied with their pay scale. 185 of them are highly satisfied, 15% are dissatisfied with the pay scale provided. The firm can satisfy more employees if they provided better salary

7. OPINION ABOUT ACHIEVEMENT OF TARGET LEADS TO SATISFACTION

OPINION	NO. OF RESPONDENTS	PERCENTAGE
Agree	6	10
Strongly Agree	10	17
Neutral	20	33
Disagree	16	27
Strongly Disagree	8	13
Total	60	100

The above table depicts that 10% are agree, 27% are strongly agree, 17% of them disagree, 33% of respondents are neutral and 13% are strongly disagree with the opinion about achievement of target leads to satisfaction.

8. OPINION ABOUT SECURITY FEELING IN JOB

OPINION	NO. OF RESPONDENTS	PERCENTAGE
Yes	43	72
No	17	28
Total	60	100

The above chart shows that the 72% of the respondents are secured in their job. 28% only says that they were no security feeling in their job.

9. FRUSTRATION OF EMPLOYEES RELATED WITH WORK

CATEGORY	NO.OF RESPONDENTS	PERCENTAGE
Always	34	57
Sometimes	15	25
Never	6	10
Rare	5	8
Total	60	100

The majority of the employees are always frustrated with their job, 25% of them feels sometimes frustrated. 10% of employees never are frustrated with their work. Only few of them were rarely frustrated with work.

10. STRESS CAUSING FACTORS AMONG DIFFERENT LEVELS OF EMPLOYEES

FACTORS	NO.OF RESPONDENTS	PERCENTAGE
Dealing with costumers/ colleagues	2	4
Administration	20	33
Need to hit forgets	28	46
Long working homes	10	17
Total	60	100

It is observed from the survey that for most of the respondents of all the level of employees cause stress that need to hit targets.33%% of them stress caused by their administration work due to long working hours 17% of them cause stress only 4% of respondents cause stress by dealing with customers.

11. KIND OF STRESS IN JOB AMONG EMPLOYEES

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Physical	4	7
Mental	11	18
Both	45	75
Total	60	100

It is found from the survey that 18% of them suffer physical stress, 7% of them suffer mental stress and majority of them suffer from both the stress.

12. LEVEL OF STRESS

LEVEL OF STRESS	NO. OF RESPONDENTS	PERCENTAGE
High	30	50
Normal	22	37
Low	6	10
Very Low	2	3
Total	60	100

It is found from the survey that 50% of respondents have high level of stress, 37% of them were feel normal of stress. 10% of respondent's feels the level of stress is low and only 3% of them have very low level of stress.

13. IMPACT OF STRESS

CATEGORY	NO.OF RESPONDENTS	PERCENTAGE
Headache	12	20
High BP	15	25
Digestive Problem	4	7
Nervousness	11	18
Hyper Tension	18	30
Total	60	100

It is observed from the survey that most of respondent 30% suffer from hyper tension , second comes the high blood pressure due to stress, then comes headache and 18% of respondents suffer from nervousness and only 7% suffer from digestive problem.

14. STRATEGIES FOR STRESS MANAGEMENT

STRATEGIES	NO.OF RESPONDENTS	PERCENTAGE
Exercise	13	21
Meditation	2	3
Listening music	4	7
Take a walk	8	14
Spend time with children	33	55
Total	60	100

Majority of the respondents spend time with their children to manage stress.21% of them were doing exercise , 14% among them were take a walk to reduce stress and only few of them were spend time with mediation and listening music to manage stress.

15.DIFFERENT MEASURES PREFER BY EMPLOYEES IN CONTROLLING STRESS

MEASURES	NO. OF RESPONDENTS	PERCENTAGE
Counseling	14	23
Job rotation	15	25
Leisure breaks	17	28
Informal relationships	6	10
Sports activities	7	12
Recognizing good work	1	2
Total	60	100

28% of the respondents prefer leisure breaks in controlling stress. 25% of them job rotation, 23% of respondents need counseling to controlling stress and remaining were prefer sports activities and recognizing good work.

SUGGESTIONS

- Provide a comfortable working condition for the better performance of the job.
- The firm shall provide salary on the basis of quality of work performed by employees.
- The firm shall provide better working condition; it will help the employees to achieve the target.
- Company must provide job security to all employees in order to boost them.
- Company must try to arrange informal meetings, group discussions, effective training & development programs to manage the stress of employees.
- Superior can help employees for planning their work and fixing standards for their performance.
- It has been found that the employees are overloaded with work. So company must try to reduce workload of the employees.
- Giving counseling to the employees when they face problems. Because counseling is the discussion of a problem that usually has emotional content with an employee in order to help the employee cope within better.

CONCLUSION

Stress has become a major concern of the modern times as it can cause harm to employee's health and performance. Much of stress at work is caused not only by work overload and time pressure but also by lack of rewards and praise, and more importantly, by not providing individuals with the autonomy to do their work as they would like. Most of the employees were not satisfied with the grievance handling procedure of the organization which was found by the unstructured interview.

Organizations must begin to manage people at work differently, treating them with respect and valuing their contribution. If we enhance the psychological well being and health of the employees; in the coming future the organization would make more revenue as well as employee retention. Because it is said that, "A Healthy Employee is a Productive Employee".

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