

A Study on Job Stress among Employees Working in Private Limited, Andipalayam

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Abstract

Stress is the psychological and physiological reaction that takes place when one perceives an imbalance in the level of demand placed on the capacity to meet that demand on individuals. Stress is a part of day-to-day living of every individual. The working employee may experience stress in meeting the academic demands, people on the job, business men may suffer stress to reach office in time and to complete the projects on time and even the household 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. But a high level of stress can be serious threat to the personality trails of the individual and can cause physiological and social problems. Therefore the study has made an attempt to make a research on the satisfaction level of employees in industry.

KEYWORDS: Stress, employee, work

INTRODUCTION

Stress can be defined as a state of physical and mental tension caused by certain external or internal factors in a person's life. The art of stress management is to keep oneself at a level stimulating that is healthy and enjoyable. Stress management techniques have varied across a wide range of approaches, ranging from managing the work environment to reducing external source of stress to managing the individuals' intrapersonal factors. Although there are several model of stress, the bipartite division between the external stressor and the distress response of the individual is common to all. Stress management techniques can thus be divided into two sorts: environmental management, which attempts to arrange work environment to reduce the source of stress; and those approaches that aim to support personnel to deal effectively with a variety of stressful situations.

IMPORTANCE OF THE STUDY

In Namakkal District, studies pertaining to the problem of employees are almost non-existent. No enquiry committee has been formed to study the problem and quantify the degree of exploitation of employees. Furthermore, no attempt has been made to study the job stress and socio-economic conditions of employees. The study has, therefore, been undertaken to throw some light on the various socio-economic conditions and job stress of employees in Namakkal District of Tamil Nadu.

SCOPE OF THE STUDY

The present set up in private company depicts that a massive work load with the greater deal of responsibilities are vested on the working employees in their day to day activities. The role played by the working employees is so significant in

maintaining the basic purpose of the companies that the question of their satisfaction from their job can never be ignored. Extensive research has been done on role stress among employees but very few studies have been done on job stress in employees. So, the present study aims at measuring the level of job stress among the employees.

OBJECTIVES OF THE STUDY

Specifically the objectives framed for the present study are:

1. To identify the employee stress level in industry.
2. To assess the opinion towards working conditions of employees in industry.
3. To identify the stress level among the employees in the study area.
4. To find out the problems faced by the employees in Namakkal District.

RESEARCH METHODOLOGY

Methodology is the key aspect which governs the outcome of the research. It encompasses and directs the researcher to conduct the research in a systematic process which ensures and facilitates the accuracy of the outcome. The validity of any research is based on the systematic method of data collection and analysis. Both primary and secondary data are used for the present study. The primary data were collected from 150 respondents in Christy Industry in Namakkal District. The simple random sampling method is used for collecting the data. Both primary and secondary data were used.

1. Research design: A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

2. Sampling design: Sampling design refers to the technique or procedure the researcher would adopt in selecting items from the sample.

TECHNIQUES OF ANALYSIS

The primary data collected from the potential respondents from Namakkal district have been properly sorted, classified, edited, tabulated in a proper format and analyzed by deploying appropriate statistical tools. The researcher used Windows Excel Spreadsheet for recording and classification of 150 samples. Statistical Packages for Social Sciences (SPSS) are used for doing statistical analysis. The following statistical tools were used for analyzing the data for the study.

- Simple Percentages Analysis
- Chi-square test
- Henry Garrett Ranking Technique
- Factor analysis.
- Weighted average
- Regression

HENRY GARRETT'S RANKING TECHNIQUES

S.NO	Factors	Total score	Mean score	Rank
1	Work overload	8053	53.68	II
2	Organizational climate	7210	48.06	III

3	Lack of communication	6984	46.56	IV
4	Job security	8585	57.23	I
5	Training	6968	46.45	V

Source: primary data

The percentage score for each rank from 1 to 5 are calculated. The percentage score thus obtained for all the five ranks are converted into scale values using Scale Conversion Table given by Henry Garrett. The scale value for first rank to five ranks is 76, 61, 50, 40, and 25 respectively. The score value (fx) is calculated for each factor by multiplying the number of respondents (f) with respective scale values (x). The total scores are found by adding the score values (fx) of each rank for every factor. The mean score is then calculated to know the order of preference given by the respondents for the factors. Based on the mean score, the overall ranks are assigned for each. The ranking analysis of the factors influencing the job stress in selecting train as their mode of travel through Garrett's Ranking Technique.

LEVEL OF SATISFACTION OF FACTOR ANALYSIS

Factors	HS	S	N	DS	HDS
Work overload	15 (10%)	18 (12%)	24 (16%)	30 (20%)	63 (42%)
Relationship with higher authority	21 (14%)	24 (16%)	9 (6%)	44 (30%)	51 (34%)
Rules & regulation followed in your organization	30 (20%)	15 (10%)	18 (12%)	42 (28%)	45 (30%)
Lack of security in your work	27 (18%)	12 (8%)	36 (24%)	21 (14%)	54 (36%)
Working hours	15 (10%)	24 (16%)	42 (28%)	39 (26%)	30 (20%)
Recognition of your work done by your superiors	24 (16%)	39 (26%)	9 (6%)	45 (29%)	33 (22%)

From the above table it is inferred that 20% of the respondents highly satisfied in the rules and regulation followed in your organization. 26% of the respondent satisfied in the recognition of your work done by your superiors. 28% of the respondent neutral in the working hours. 30% of the respondent dissatisfied in the relationship with higher authority. 42% of the respondents highly dissatisfied in the work over load.

OPINION TOWARDS JOB STRESS OF FACTOR ANALYSIS

Factors	HS	S	N	DS	HDS
Your organization allows to participate in police making	39 (26%)	48 (32%)	42 (28%)	15 (10%)	6 (4%)
Medical facility provided to you by your organization	33 (22%)	75 (50%)	24 (16%)	12 (8%)	6 (4%)
Working hours	42 (28%)	33 (22%)	60 (40%)	9 (6%)	6 (4%)
Shift problems	18 (12%)	39 (26%)	27 (18%)	30 (20%)	36 (24%)
Fare amount paid for work done	36 (24%)	33 (22%)	48 (32%)	15 (10%)	18 (12%)
Transport facility	81 (54%)	39 (26%)	15 (10%)	9 (6%)	6 (4%)

From the above table it is inferred that 54% of the respondent highly satisfied in the transport facility. 52% of the respondent satisfied in the medical facility provided to you by your organization. 40% of the respondent natural in the working hours. 20% of the respondents dissatisfied in the shift problems. 24% of the respondent highly dissatisfied in the shift problem.

RANKING THE FACTOR ANALYSIS OF WEIGHTED AVERAGE

Factors/Rank	1	2	3	4	5	6	Total	Average
Work overload	38	40	22	11	15	24	573	18.17
Relationship with higher authority	30	10	25	30	22	33	497	15.76
Rules and regulation followed in your organization	24	25	20	19	25	37	493	15.64
Lack of security in your work	12	35	18	25	30	30	517	16.49
Working hours	20	20	28	32	35	15	513	16.36
Recognition of your work done by your superiors	26	20	37	33	23	11	560	17.86
Total	150	150	150	150	150	150	3135	

Source: Primary data

From the above table 4.36, it is clearly ranking the factors analysis are known that 18.17% respondent given first rank for the work overload, Second rank for recognition of your work done by your superior, third rank for lack of security in your work, Fourth rank for working hours, Fifth rank for relationship with higher authority, Sixth rank for rules and regulation followed in your organization.

To Rank the service provided by the factor analysis the following ranking weighted core analysis is used. In the question the respondents asked to rank the service on the basis of their rank on a given scale 1 to 6 for computing total score certain weight have been assigned to various degrees of opinion [like 1st rank 6, 2nd rank 5, 3rd rank 4, 4th rank 3, 5th rank 2, 6th rank 1].

FINDINGS

1. It is found from the analysis that majority (86%) of the respondents are having stress management program in the company.
2. It is analysed from the analysis that maximum (52%) of the respondent not interesting in the looking for a better job.
3. It is observed from the analysis that most (36%) of the respondent are symptoms of headaches.
4. It bring from the analysis most (52%) of the respondents are management style in the organizational level stress.
5. It is observed from the analysis that majority (30%) of the respondent intra group conflicts in group level stress.
6. It is analysed from the analysis that maximum (36%) of the respondents are manage the stress level in knowledge management.

SUGGESTION

The employees don't believe in sharing their problems with their spouse or friend or any closed one. Most of the employees do not spend time with family for entertainment. This may be because they may not be getting time or they are not being interested in the same. So management should consider this and take necessary action.

CONCLUSION

The study was conducted in Christy fried-gram industry, Andipalayam. The study found out the stress level of the employees and also the major factors that contribute stress. From the findings it is revealed that staffs at Christy fried-gram industry Andipalayam facing moderate level of stress and some facing low level of stress. The organization can take necessary steps to reduce those moderate stress levels. Suggestions to both at individual and organizational level have been given to maintain the low stress level.

Experts believed that the dysfunctional aspects of stress could directly impact an organization's performance and also affect the will-being of its employees.

Stress at the work place was linked to absenteeism, higher attrition, and decreased productivity. Stress led to fatigue, irritability, poor communication and quality problems/errors. Hence it is advisable to the company to conduct stress audit periodically to find out the cases of stress and its efforts at the workplace.

“A Healthy Employee is a Productive Employee”

By taking control of your thoughts, emotional, and environment you are controlling your life instead of letting stress control you!

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