



# A STUDY ON EMPLOYEE STRESS MANAGEMENT IN KRV SPINNING MILLS PRIVATE LIMITED, SALEM

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**Abstract:** Stress is a major individual and public health issue that are linked to a variety of physical and mental health issues. Stress related disorders are thought to account for 75% to 90% of primary care physician visits. Some of the health issues linked to stress include cardiovascular disease, obesity, diabetes, depression, anxiety, immune system suppression, headaches, back and neck pain and sleep issues. Stress management is a commonly used phrase with a simple definition. Many studies testing its effectiveness exists in the literature, however it is unclear how many different types of stress management exist or how helpful they are for which particular problem.

**Keyword:** Employees, stress management, overcome stress etc.,

## I. INTRODUCTION

Employee stress Managements is a broad term which encompasses education; facilitation and training in the impact that stress is having on an individual or group. The field of stress managements teaches and promotes skills to relieve the accumulated.

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the purpose of and for the motive of improving everyday functioning. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors.

## CLASSIFICATION OF STRESS

**Eustress:** It refers to positive stress, wherein the situation offers an opportunity to the individual to gain something. It is seen as a motivator that encourages people to meet challenges and, without which an individual lacks the spark needed to raise their level of performance.

**Distress:** It is described as negative stress, in which an individual experiences insecurity or inadequacy because of helplessness, disappointment. Distress can cause cardiovascular diseases, alcoholism, marital breakdown, drug abuse, and much more

## STRESSORS–SOURCES OF STRESS

**Individual-level stressors:** Stressors which are associated directly with an individual's personality and job responsibility.

**Personality type:** How a person experience stress depends largely on the type of personality he/she possesses. There are two types of personality, which are Type A, Type B

**Role overload:** Excess workload cause, increased pressure and tension in employees, that ultimately results in stress.

**Role Conflict:** In an organisation, role conflict occurs where people experience competing demands. It can be an inter-role conflict which is caused when an employee has two opposing roles and personal role conflict, occurs due to the differences between personal values and organisational goals.

**Role ambiguity:** When the employees are unaware of their responsibilities, authorities, powers, functions and performance expectations, it is known as role ambiguity.

**Task Characteristics:** The characteristics of tasks also cause individuals to face stress, especially when it involves activities like decision-making, information exchange and monitoring work.

**Group level Stressors:** The stress resulting from group dynamics and managerial behaviour are covered under this category. It can be due to the following reasons:

- Lack of cohesiveness
- Managerial Behaviour
- Work place violence
- Intra group conflict
- Sexual Harassment
- Status Incongruence

**Organisational level Stressors:** These stressors influence almost all the employees working in the organisation.

**Organisational climate:** If the environment of the organisation puts excessive pressure of work on employees, causes high stress to employees.

**Organisational structure:** The structure of organisation explains the level of authority and rules and regulations where decisions are taken. If in an organisational design the rules are more and the participation is less, then also the structure of the organisation works as a stressor to employees.

**Organisational leadership:** Managerial style plays a crucial role in the development of employees. If there is a culture of the organisation to create tension, fear or anxiety, or work for long hours to complete the delegated work in a short time, otherwise they will be fired; will create unrealistic pressure on the employees.

**Organisational Lifecycle:** As everything has a life cycle, organizations too passes through various stages of life, i.e. birth, growth, policy, procedure, theory, religion, ritual and last rites. The early phases of the life of the organisation are exciting while the latter ones are stress-prone.

**Extra organizational Stressor:** Those sources to stress, which are outside the organisation, are included in this category. This covers stress caused by family, economy, status or lack of mobility.

**Stress is linked to constraints and demands.** Constraints stop an individual from doing something desired by him while demands imply the loss of something which an individual desires.

## THE IMPACT OF TECHNOLOGY ON WORK RELATED STRESS

As workers constantly try to cope with the everyday stress at work they are often confronted with additional stress from the effects of technology and technology related responsibilities on their job.

- Many workers are continually expected to perform more work in less time as the world seems to spin faster each day.
- Employees are expected to keep up with changes in systems, programs and methods without being trained or even shown how the new technologies work.
- As technology in the workplace keeps evolving, workers feel as if they are constantly trying to adapt to the new methods and skills. When workers are trained in the new technologies, they often feel more frustration and stress at having to take the time from their work responsibilities for retraining.
- Many workers worry that technological advances will eliminate their job positions.
- Workers worry about computer crashes causing them to lose work documents and research.
- Workers spend less time interacting with other workers throughout the day. In reality, there is significantly less human interaction on all levels. Emails, voicemails, text messaging and video conferencing make many workers feel stressed, alone and isolated.

## REDUCING WORK RELATED STRESS

One way to reduce the stress in life is learning a stress management technique that works. It may need to try several stress reduction methods before find the one that makes feel like the stress is melting away. Several popular stress management techniques include:

- Yoga
- Meditation
- Deep breathing exercises
- Progressive muscle relaxation
- Passive muscle relaxation
- Guided imagery
- Visualization

In addition to learning techniques for managing the stress in life, take time to relax. Turn off computer and cell phone, listen to relaxing music or take a ride in the country.

## NEED OF THE STUDY

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. Stress being an invisible factor, may affect any person, any organization and people involved in it. This study focuses on analysing the stress level and the importance of stress management for employees under high pressure and high work load in spinning mill.

## SCOPE OF THE STUDY

- The scope of the study is to analyse the Employee stress among the employees
- The study was conducted for a period of three months, covering various departments in KRV Spinning Mills [P] Ltd.

The primary data was collected through questionnaire and secondary data from company records and magazines.

### **OBJECTIVES OF THE STUDY**

- To know the level of stress existing among employees.
- To identify the factors causing stress among employees.
- To understand the consequences of stress on job performance.
- To understand the impact of stress on physiological and psychological aspects of employees.
- To give suitable suggestions to overcome stress.

### **II. RESEARCH METHODOLOGY**

Research Methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study was conducted at KRV Spinning Mills [P] Ltd at Nangavalli.

#### **TYPES OF RESEARCH**

The research was of descriptive design; aim to procure a clear, complete and accurate description of the situation.

#### **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 the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

#### **III. METHODS OF DATA COLLECTION**

##### **PRIMARY DATA:**

Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc

##### **SECONDARY DATA:**

Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been Processed.

##### **SAMPLING:**

##### **EMPLOYEE POPULATION RESPONDENTS:**

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire customers of KRV Spinning Mills [P] Ltd.

##### **SAMPLE SIZE**

The study based only on the opinion and expectation of employees. Total number of sample taken for the study is 60-120 respondents. The study is done based on the opinions of the sample taken at random, the size of which is 120.

##### **SAMPLE DESIGN**

Simple random techniques were used for the study.

## STATISTICAL TOOLS USED

The commonly used statistical tools for analysis of collected data are:

1. Percentage analysis
2. Chi Square.
3. Correlation
4. Weighted average method

### 1. PERCENTAGE ANALYSIS

This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the respondent. In this tool various percentage are identified in the analysis and they are presented by the way of Bar Diagrams in order to have better understanding of the analysis.

### 2. CHI-SQUARE

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the programme.

### 3. CORRELATION:

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

$\sum XY$

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

### LIMITATIONS OF THE STUDY

- This study was conducted 120 employees of Spinning Mill.
- Few employees and executives were not responded very much because of their busy of work schedule.
- Rating behavior performance appraisal of employee is quite difficult
- The research study is limited to Day shift employees only.

#### IV.RESULTS AND DISCUSSION

TABLE: 4.1

##### STRESS IN WORK LEADS TO ILLNESS

STRESS	NO.OFRESPONDENTS	PERCENTAGE (%)
Stronglyagree	47	39%
Agree	42	35%
Neutral	19	16%
Disagree	7	6%
Stronglydisagree	5	4%
<b>TOTAL</b>	<b>120</b>	<b>100%</b>

I. Source: Primary Data

#### INTERPRETATION

The above table shows that 39% of the respondents' stress in work leads to strongly agree, 35% of the respondent's stress in work leads to agree, 16% of the respondents stress in work leads to neutral, 6% of the respondents stress in work leads to disagree and remaining 4% of the respondents stress in work leads to strongly disagree.

Thusthe majority39%of therespondents stress in work leads to stronglyagree.

#### STRESS IN WORK LEADS TO ILLNESS

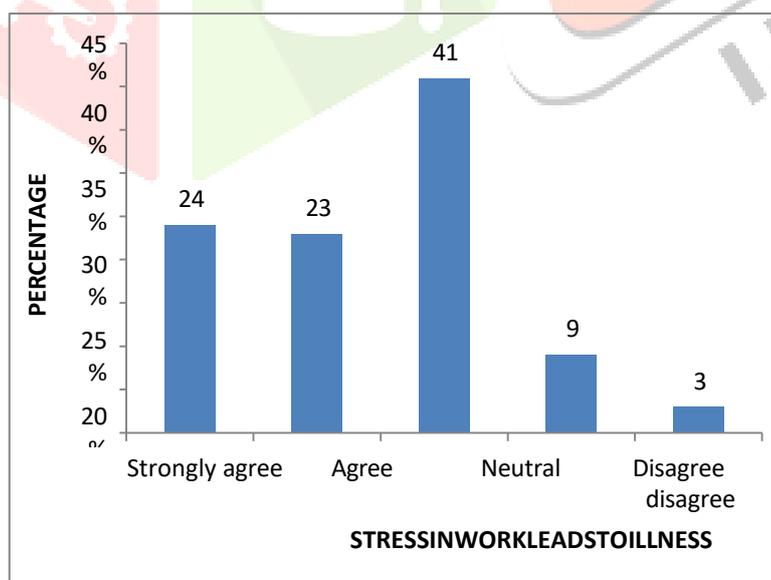


TABLE: 4.2

**WORK LOADED LEADS TO SWITCHOVER FROM THE JOB**

WORK LOADED	NO.OF RESPONDENTS	PERCENTAGE (%)
Stronglyagree	24	20%
Agree	37	31%
Neutral	18	15%
Disagree	30	25%
Stronglydisagree	11	9%
<b>TOTAL</b>	<b>120</b>	<b>100%</b>

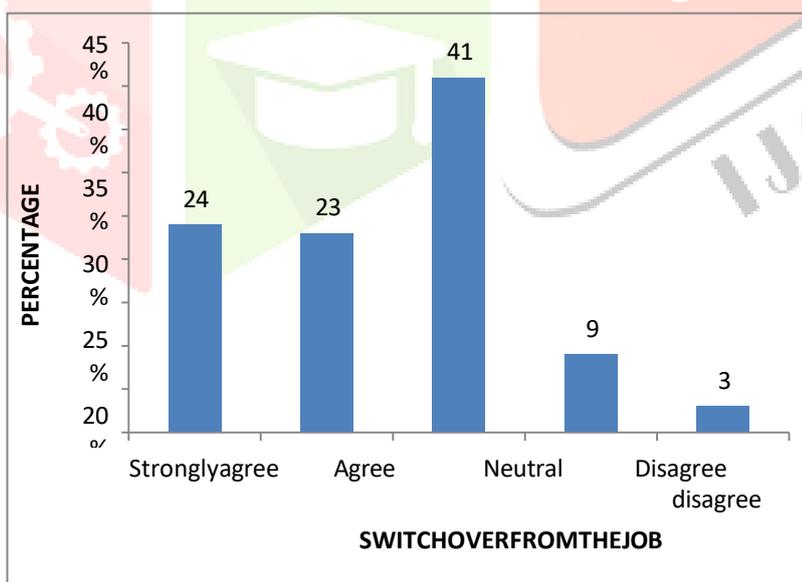
II. Source: Primary Data

**INTERPRETATION**

The above table shows that 31% of the respondents work load to agree, 25% of the respondents work load to disagree, 20% of the respondents work load to strongly agree, 15% of the respondents work load to neutral and remaining 9% of the respondents work load to strongly disagree.

Thus the majority 31% of the respondents work load to agree.

**WORKLOADED LEADSTO SWITCHOVER FROMTHE**



Particular	O	E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
R <sub>1</sub> C <sub>1</sub>	8	8.5	0.25	0.02
R <sub>1</sub> C <sub>2</sub>	9	8.5	0.25	0.02
R <sub>1</sub> C <sub>3</sub>	6	6.3	0.09	0.10
R <sub>1</sub> C <sub>4</sub>	6	5.5	0.25	0.04
R <sub>2</sub> C <sub>1</sub>	8	7.5	0.25	0.03

<b>R<sub>2</sub>C<sub>2</sub></b>	8	8.4	0.16	0.01
<b>R<sub>2</sub>C<sub>3</sub></b>	6	6.0	0	0
<b>R<sub>2</sub>C<sub>4</sub></b>	6	5.6	0.16	0.02
<b>R<sub>3</sub>C<sub>1</sub></b>	14	13.5	0.25	0.01
<b>R<sub>3</sub>C<sub>2</sub></b>	15	14.5	0.25	0.01
<b>R<sub>3</sub>C<sub>3</sub></b>	11	10.6	0.16	0.01
<b>R<sub>3</sub>C<sub>4</sub></b>	10	9.8	0.25	0.02
<b>R<sub>4</sub>C<sub>1</sub></b>	4	3.9	0.25	0.06
<b>R<sub>4</sub>C<sub>2</sub></b>	4	4.2	0.09	0.02
<b>R<sub>4</sub>C<sub>3</sub></b>	3	3.0	0	0
<b>R<sub>4</sub>C<sub>4</sub></b>	3	2.8	0.04	0.01
			<b>TOTAL</b>	<b>0.38</b>

TABLE 4.3

**CROSS TABULATION**

<b>Age/ Way to over come stress</b>	<b>Below25 yrs</b>	<b>25 – 35yrs</b>	<b>36 – 45yrs</b>	<b>Above 45yrs</b>	<b>TOTA L</b>
<b>Meditation</b>	8	9	6	6	<b>29</b>
<b>Training</b>	8	8	6	6	<b>28</b>
<b>Refreshment</b>	14	15	11	9	<b>49</b>
<b>Others</b>	4	4	3	3	<b>14</b>
<b>TOTAL</b>	<b>34</b>	<b>36</b>	<b>26</b>	<b>24</b>	<b>120</b>

**NULLHYPOTHESIS: H<sub>0</sub>:**

There is no significant relationship between age and way to overcome stress.

**ALTERNATEHYPOTHESIS:H<sub>1</sub>:**

There is no significant relationship between age and way to overcome stress.

TABLE 4.4

#### CORRELATION

The table shows that the relationship between salary and night shift inconvenient

<b>X</b>	<b>Y</b>	<b>X<sup>2</sup></b>	<b>Y<sup>2</sup></b>	<b>XY</b>
54	26	2,916	676	1,404
35	36	1,225	1,296	1,260
13	47	169	2,209	611
10	7	100	49	70
8	4	64	16	32
<b>∑X=120</b>	<b>∑Y=120</b>	<b>∑X<sup>2</sup>=4,474</b>	<b>∑Y<sup>2</sup>=4,246</b>	<b>∑XY=3,377</b>

**RESULT**

This is a positive correlation. There are relationships between salary and night shift inconvenient.

**TABLE 4.5WEIGHTEDAVERAGE**

FACTOR	SA	A	N	DA	SDA	Total	Average	Rank
Lack of control Every our job	37(18 5)	44(176)	28(84)	7(14)	4(4)	120(463 )	3.85	2
Age discrimination	46(23 0)	34(136)	21(63)	14(28)	5(5)	120(462 )	3.85	2
Too much pressure to complete the task	40(20 0)	52(208)	19(57)	7(4)	2(2)	120(471 )	3.92	1

SOURCE:PRIMARY DATA

**INTERPRETATION:**

III. The above table that indicates that opinion about the following statements, too much pressure to complete the task gets weight 1st that is 3.92, and remaining Age discrimination and Lack of control over your job gets weight 2<sup>nd</sup> that is 3.85.

**V.SUGGESTIONS**

- If the management creating positive images and give counselling, it reduce the stress and also increase confidence in working environment.
- Set realistic academic and personal priorities. Periodically don't overload the employees with unimportant tasks.
- People should not be forced to finish the target, should be given extra time to the slow performing workers.
- They may organize meditation and yoga programmes to avoid mental stress of the employees.
- Most of the respondents felt that there does not exit mutual understanding within the employees groups. In this regard management shall take necessary steps for building a team sprit among their employees groups.
- The organization may arrange for cultural and festival celebration for the employees which relives the employees stress and provide a free hand working environment within the industrial region.
- Salary has to be increased and the safety measure may be provided on time required.
- Counselling maybe solution for reducing stress.

**CONCLUSION**

The employer should focus on the suggestion given by the research her in order to avoid the employees' physical and mental stress. The employees are facing acute and chronic types of stresses. The employer or top level authorities should focus on their stresses and take necessary steps to overcome that problem in order to bring more profitability and goodwill to the company. Counselling can be given to all employee at whatever level they are in the company.

Stress is a slow and insidious malady which is an unavoidable one and a common problem in the workplace. The level of stress and its amount of consequences vary within and between industry based on the nature and type of work practices. Company must begin to manage people at work differently, treating them with respect and valuing their contribution. Recognition, participation and continuous training of employees are required to retain the skilled employees.

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