

**STUDY ON THE EMPLOYEE ATTITUDE TOWARDS
STRESS MANAGEMENT – BESCAL STEEL INDUSTRIES**

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ABSTRACT

Stress at work is a relatively new phenomenon of modern lifestyles. The nature of work has gone through drastic changes over the last century and it is still changing at whirlwind speed. Stress produces numerous symptoms which vary according to persons, situations, and severity. These can include physical health decline as well as depression. According to the St. Louis Psychologists and Counselling Information and Referral, the process of stress management is one of the keys to a happy and successful life in modern society.

Due to these changes, the employees in the logistics sector are experiencing a high level of stress. It affected the social, economical, and psychological domains of the executives and their relations. The present study proposes to address specific problems related to stress management among the employees in Bescal Steel Industries

The primary objective is study the employee's attitude towards stress management at Bescal Steel Industries. The secondary objectives are to study and analyze the effectiveness of stress management in the workplace for the employees of Bescal Steel Industries, find the causes of stress, analyze the impact of stress in performance of the employees, find out how to handle stress and to suggest effective HR practices related to stress management.

The study is conducted to study the stress level and its management among the employees of Bescal Steel Industries. The data collected has been analyzed through various statistical tools like Karl Pearson's Correlation, Chi-square test and One-way Anova test. The researcher concludes that Bescal Steel Industries has already performed well, in order to reduce employees stress in the work place. It has to provide well performance in future also. Mean while, it has some obstacles in the way of providing facilities to the employees.

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CHAPTER 1:

1.1 INTRODUCTION

Stress at work is a relatively new phenomenon of modern lifestyles. The nature of work has gone through drastic changes over the last century and it is still changing at whirlwind speed. They have touched almost all professions, starting from an artist to a surgeon, or a commercial pilot to a sales executive. With change comes stress, inevitably. Professional stress or job stress poses a threat to physical health. Work related stress in the life of organized workers, consequently, affects the health of organizations.

The workplace had become a high stress environment in many organizations cutting across industries. Employees were experiencing high level of stress due to various factors such as high workload, tight deadlines, high targets, type of work, lack of job satisfaction, long working hours, pressure to perform, etc. Interpersonal conflicts at the workplace, such as boss-subordinate relationships and relationships with peers, are also a source of stress.

Experts believed that the dysfunctional aspects of stress could directly impact an organization's performance and also affect the well-being of its employees. Stress at the workplace was linked to absenteeism, higher attrition, and decreased productivity. Stress led to fatigue, irritability, poor communication, and quality problems/errors.

High stress levels also affected the morale and motivation of the employees. Prolonged exposure to stress without effective coping mechanisms could lead to a host of physical and mental problems. Moreover stress could push the victim toward high risk behavior such as smoking, drinking, and substance abuse. Stress-related illness led to increase in absenteeism and attrition affecting the profitability of the organizations.

1.2 COMPANY PROFILE

The modern plant incorporates a complete thermal treatment system and a structural mill. The complete range of requirements can therefore be met under one roof. Chennai being one of India's premiere steel hubs, the billets is locally procured from Steel Authority of India. Proximity to other raw materials and markets means that Bescal steel industries products are competitively priced despite their superior quality.

Our Vision

Trusted by the best

Over the years, Bescal steel industries has developed an enviable roster of customers in India, as well as a growing export market in Nepal, Bhutan, etc. We are enlisted with numerous multinational companies, who recognize the quality of our steel. Many prestigious buildings have been made with our steel.

The 21st century has marked good times for the Indian steel industry. Both domestic and international demand has been robust. For producers like Bescal steel industries, the boom

in the infrastructure sector has fuelled demand from the construction industry. Almost all steel companies have done well and we are no exception.

Good times, however, do not last forever. In our quarter century of industry experience we have seen the ferrous cycle rise, fall and rise again. We have learnt that what survive are quality - and the trust of customers.

It is this trust that is our most precious asset. We seek to sustain it with technology, engineering skills and ethical behaviour.

In the last few years we have consistently invested in building a modern plant and implementing quality systems and processes. Today we use the best steel as raw material, process it with the best equipment, and follow best practices to assure quality products.

Mission

The Mission statement set by the visionaries of Bescal Steel Industries Ltd. is To be integral to the nation's industrial progress and a responsible partner of the country's infrastructural growth and to earn due respect in the steel industry by serving with complete integrity and loyalty towards their clientele.

Quality Policy

Bescal Steel Industries Ltd is committed to:

- Delivering the required products at the right place at the right time at the right cost from our Integrated Steel Plant(original producer) form the very backbone of our Principles of Manufacturing.
- We view improvement as a continuous process. We are constantly aspiring to achieve betterment of our core processes, be it manufacturing, quality control, sales or delivery. There is a joint effort to achieve Manufacturing Excellence.

Corporate Social Responsibility Policy

As a Corporate Organisation we believe that it is our primary purpose to give back to society. Giving and sharing what we have received is embedded deeply in us. We have

actively pursued to raise the quality of life of the people around us. We hold hands in our joint effort to create better tomorrows.

Occupational Health & Safety Policy

At our world class Integrated Steel Plant we treat our worker's well being as a mandate and not as an option. Ensuring the highest standards of safety is imperative. We follow the occupational health and safety policy certified under ISO 18001 : 2007. We aim to:

- Create an environment which is safe and secure for everyone in its vicinity, be it a worker, contractor, visitor and even the local community. All identifiable OHSAS risks and hazards are treated with the gravest concern.
- To constantly endeavour towards the highest level of health and safety such that injuries, waste and emissions are reduced to the bare minimum.
- Train all employees to work safely and responsibly thus preventing injury to themselves and others.
- Ensure that optimum conditions exist for the proper execution of all the stipulated health and safety norms.

PRODUCTS

1. TMT BARS



Production Capacity: 100,000 MT pa

Size (mm)	Standard Weight Kg/m.
8	0.385
10	0.617
12	0.888
16	1.580
20	2.470
25	3.850
28	4.830
32	6.310

2. ANGLES



Production Capacity: 150,000 MT pa

Section	Mass kg/m.	Root Radius mm.
35x35x3	1.6	5.0
4	2.1	5.0

5	2.6	5.0
6	3.0	5.0
40x40x3	1.8	5.5
4	2.4	5.5
5	3.0	5.5
45x45x3	2.1	5.5
4	2.7	5.5
5	3.4	5.5
6	4.0	5.5
50x50x3	2.3	6.0
4	3.0	6.0
5	3.8	6.0
6	4.5	6.0
55x55x4	3.3	6.5
5	4.1	6.5
60x60x4	3.7	8.0
5	4.5	6.5
65x65x4	4.0	6.5
5	4.9	6.5
6	5.8	6.5

8	7.7	6.5
70x70x5	5.3	7.0
6	6.3	7.0
75x75x5	5.7	7.0
6	6.8	7.0
8	8.9	7.0
10	11.0	7.0
80x80x6	7.3	8.0
8	9.6	8.0
90x90x6	8.2	8.5
7	9.6	10.0
8	10.8	8.5
10	13.4	8.5
100x100x6	9.2	8.5
7	10.7	12.0
8	12.1	8.5
10	14.9	8.5
110x110x8	13.4	10.0
10	16.6	10.0
12	19.7	10.0

120x120x8	14.7	13.0
10	18.2	13.0
12	21.6	13.0
130x130x8	15.9	10.0
10	19.7	10.0
12	23.5	10.0
16	30.7	10.0
150x150x10	22.9	12
12	27.3	12.0
15	33.8	16.0
16	35.8	12.0
18	40.1	16.0
20	44.1	12.0
200x200x12	36.9	15.0
16	48.5	15.0
18	54.0	15.0
20	60.0	18.0
24	71.1	18.0
25	73.9	15.0

3. CHANNELS



Production Capacity: 150,000 MT pa

Size	Flange	WEB Thickness	R1	R2	Standard Kg/Mtr	wt.
75x40	7.5	4.8	8.5	2.4	07.140	
100x50	7.7	5.0	9.0	2.4	09.560	
125x65	8.2	5.3	9.5	2.4	13.100	
150x75	9.0	5.7	10.0	2.4	16.800	
200x75	11.4	6.2	11.0	3.2	22.300	
250x82	14.1	9.0	12.0	3.2	34.200	
300x90	13.6	7.8	13.0	3.2	36.300	
400x100	15.3	8.8	15.0	4.8	50.100	

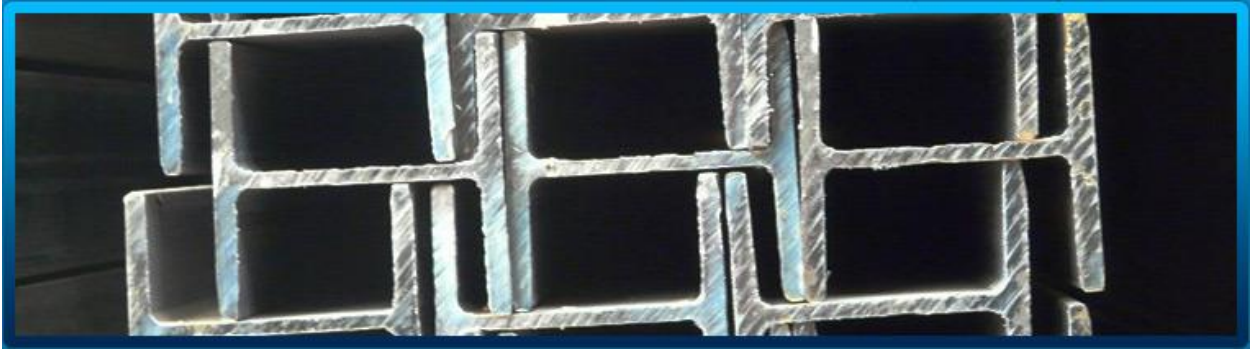
4. BEAMS/JOISTS



Production Capacity : 150,000 MT pa

Size	Flange	WEB Thickness	R1	R2	Standard Kg/Mtr	wt.
125x70	8.0	5.0	9.0	4.5	13.350	
150x75	8.0	5.0	9.0	4.5	15.000	
175x85	9.0	5.8	10.0	5.0	19.600	
200x100	10.0	5.7	11.0	5.5	24.200	
250x125	12.5	6.9	13.0	6.5	37.300	
300x140	13.1	7.7	14.0	7.0	46.000	
350x140	14.2	8.1	14.0	7.0	52.400	

5. H-BEAMS



Production Capacity : 150,000 MT pa

Size	Flange	WEB Thickness	R1	R2	Standard Wet/Mtr
HB 150x150	9.0	11.8	8.0	4.0	34.600
SC 152x152	11.9	7.9	11.7	3.0	37.100
WB 203x152	16.5	8.9	15.5	7.6	52.000

6. ROUNDS



Production Capacity : 150,000 MT pa

Up to 160mm

7. FLATS



Production Capacity : 150,000 MT pa

Up to 400mm

Size in mm	Weight Kg/M
5.5	0.186
6	0.222
7	0.302
8	0.395
10	0.617
12	0.887
16	1.57

International Standard materials can be rolled based on orders

8. WIRE ROD

**Coil Weight :**

Up to 1000 Kg per Coil.

Coil Dimension :

Outer Diameter 1240/1380mm Inner,

Diameter 830/956mm,

Height 512/620mm.

Packing:

Each Coil is strapped with metallic straps.

Grades:

Alloy Steel, Carbon Steel, Electrode quality Steel, Grade-High Carbon steel, Spring Steel, Bearing Quality Steel, CHq Steel, Free Cutting steel, Low Carbon Steel.

Specification:

As Per Indian Standard.

9. BILLETS



100 X 100MM

130 X 130MM

160 X 160MM

Length :

3M, 6M, 9M

Grade :

Alloy Steel, Carbon Steel, Electrode quality Steel, High Cutting Steel, Spring Steel, Bearing Quality Steel, CHq Steel, Free Cutting steel, Low Carbon Steel.

Specification:

As Per Indian Standard.

1.3 INDUSTRY PROFILE

India is the world's third-largest producer of crude steel (up from eighth in 2003) and is expected to become the second-largest producer by 2016. The growth in the Indian steel sector has been driven by domestic availability of raw materials such as iron ore and cost-

effective labour. Consequently, the steel sector has been a major contributor to India's manufacturing output.

The Indian steel industry is very modern with state-of-the-art steel mills. It has always strived for continuous modernisation and up-gradation of older plants and higher energy efficiency levels.

Market Size

India's crude steel capacity reached 109.85 Million Tonnes (MT) in 2014-15, a growth of 7.4 per cent. Production of crude steel grew by 8.9 per cent to 88.98 MT. Total finished steel production for sale increased by 5.1 per cent to 92.16 MT. Consumption of total finished steel increased 3.9 per cent to 76.99 MT.

India produced 7.34 MT of steel in the month of September 2015, which was nearly equal to the country's steel production in September 2014.

The steel sector in India contributes nearly two per cent of the country's gross domestic product (GDP) and employs over 600,000 people. The per capita consumption of total finished steel in the country has risen from 51 Kg in 2009-10 to about 59 Kg in 2014-15. India's steel consumption for FY 2015-16 is estimated to increase by 7 per cent, higher than 2 per cent growth last year, due to improving economic activity, as per E&Y's 'Global Steel 2015-16' report.

Investments

Steel industry and its associated mining and metallurgy sectors have seen a number of major investments and developments in the recent past.

According to the data released by Department of Industrial Policy and Promotion (DIPP), the Indian metallurgical industries attracted Foreign Direct Investments (FDI) to the tune of US\$ 8.7 billion, respectively, in the period April 2000–September 2015.

Some of the major investments in the Indian steel industry are as follows:

- National Mineral Development Corporation (NMDC) has planned to invest Rs 40,000 crore (US\$ 6.1 billion) in the next eight years to achieve mining capacity of 75 million tonnes per annum (MTPA) by FY2018-19 and 100 MTPA by FY2021-22, compared to 48 MTPA current capacity.

- Posco Korea, the multinational Korean steel company, has signed an agreement with Shree Uttam Steel and Power (part of Uttam Galva Group) to set up a steel plant at Satarda in Maharashtra.
- Iron ore output in India is expected to increase by 25 per cent to 153 Million Tonnes in FY 2016, which in turn will help reduce iron ore imports by two-thirds to five Million Tonnes, SAIL plans to invest US\$23.8 billion to increase the steel production to 50 MTPA by 2025.
- ArcelorMittal, world's leading steel maker, has agreed a joint venture with Steel Authority of India Ltd (SAIL) to set up an automotive steel manufacturing facility in India.
- Iran has evinced interest in strengthening ties with India in the steel and mines sector, said ambassador of the Islamic Republic of Iran, Mr Gholamreza Ansari in his conversation with Minister of Steel and Mines, Mr Narendra Singh Tomar.
- Public sector mining giant NMDC Ltd will set up a greenfield 3-million tonne per annum steel mill in Karnataka jointly with the state government at an estimated investment of Rs 18,000 crore (US\$ 2.8 billion).
- JSW Steel has announced to add capacity to make its plant in Karnataka the largest at 20 MT by 2022.

Government Initiatives

The Government of India is aiming to scale up steel production in the country to 300 MT by 2025 from 81 MT in 2013-14.

The Ministry of Steel has announced to invest in modernisation and expansion of steel plants of Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL) in various states to enhance the crude steel production capacity in the current phase from 12.8 MTPA to 21.4 MTPA and from 3.0 MTPA to 6.3 MTPA respectively.

The Minister of Steel & Mines, Mr Narendra Singh Tomar, has reiterated commitment of Central Government to support the steel industry to reach a production target of 300 Million Tonne Per Annum (MTPA) in 2025.

The Ministry of Steel is facilitating setting up of an industry driven Steel Research and Technology Mission of India (SRTMI) in association with the public and private sector

steel companies to spearhead research and development activities in the iron and steel industry at an initial corpus of Rs 200 crore (US\$ 31.67 million).

Some of the other recent government initiatives in this sector are as follows:

- Government of India plans to auction eight coal blocks with reserves of 1,143 million tonnes to steel and cement firms in January 2016, as per coal secretary Mr Anil Swarup.
- Government has planned Special Purpose Vehicles (SPVs) with four iron ore rich states i.e., Karnataka, Jharkhand, Orissa, and Chhattisgarh to set up plants having capacity between 3 to 6 MTPA.
- SAIL plans to invest US\$ 23.8 billion for increasing its production to 50 MTPA by 2025. SAIL is currently expanding its capacity from 13 MTPA to 23 MTPA, at an investment of US\$ 9.6 billion.
- A Project Monitoring Group (PMG) has been constituted under the Cabinet Secretariat to fast track various clearances/resolution of issues related to investments of Rs 1,000 crore (US\$ 152 million) or more.
- To increase domestic value addition and improve iron ore availability for domestic steel industry, duty on export of iron ore has been increased to 30 per cent.

Road ahead

India is expected to become the world's second largest producer of crude steel in the next 10 years, moving up from the third position, as its capacity is projected to increase to about 300 MT by 2025. Huge scope for growth is offered by India's comparatively low per capita steel consumption and the expected rise in consumption due to increased infrastructure construction and the thriving automobile and railways sectors.

Domestic Scenario

- The Indian steel industry has entered into a new development stage from 2007-08, riding high on the resurgent economy and rising demand for steel.
- Rapid rise in production has resulted in India becoming the 3rd largest producer of crude steel in 2015 and the country continues to be the largest producer of sponge iron or DRI in the world.

- As per the report of the Working Group on Steel for the 12 th Five Year Plan, there exist many factors which carry the potential of raising the per capita steel consumption in the country. These include among others, an estimated infrastructure investment of nearly a trillion dollars, a projected growth of manufacturing from current 8% to 11-12%, increase in urban population to 600 million by 2030 from the current level of 400 million, emergence of the rural market for steel currently consuming around 10 kg per annum buoyed by projects like Bharat Nirman, Pradhan Mantri Gram Sadak Yojana, Rajiv Gandhi Awaas Yojana among others.
- At the time of its release, the National Steel Policy 2005 had envisaged steel production to reach 110 million tonnes (mt) by 2019-20. However, based on the assessment of the current ongoing projects, both in greenfield and brownfield, the Working Group on Steel for the 12 th Five Year Plan has projected that domestic crude steel capacity in the country is likely to be 140 mt by 2016-17 and has the potential to reach 149 mt if all requirements are adequately met.
- The National Steel Policy 2005 is currently being reviewed keeping in mind the rapid developments in the domestic steel industry (both on the supply and demand sides) as well as the stable growth of the Indian economy since the release of the Policy in 2005.

Production

- Steel industry was de-licensed and de-controlled in 1991 & 1992 respectively.
- Today, India is the 3 rd largest producer of crude steel in the world.
- In 2014-15, production for sale of total finished steel (alloy + non alloy) was 91.46 mt, a growth of 4.3% over 2013-14.
- Production for sale of Pig Iron in 2014-15 was 9.7 mt, a growth of 22% over 2013-14.
- India is the largest producer of sponge iron in the world with the coal based route accounting for 90% of total sponge iron production in the country.
- Data on production for sale of pig iron, sponge iron and total finished steel (alloy + non-alloy) are given below for last five years:

Indian steel industry : Production for Sale (in million tonnes)
--

Category	2010-11	2011-12	2012-13	2013-14	2014-15
Pig Iron	5.68	5.371	6.870	7.950	9.694
Sponge Iron	25.08	19.63	14.33	18.20	20.38
Total Finished Steel (alloy + non alloy)	68.62	75.70	81.68	87.67	91.46
Source: Joint Plant Committee					

Demand - Availability Projection

- Demand – availability of iron and steel in the country is projected by Ministry of Steel in its Five Yearly Plan documents.
- Gaps in availability are met mostly through imports.
- Interface with consumers by way of a Steel Consumers' Council exists, which is conducted on regular basis.
- Interface helps in redressing availability problems, complaints related to quality.

Steel Prices

- Price regulation of iron & steel was abolished on 16.1.1992. Since then steel prices are determined by the interplay of market forces.
- Domestic steel prices are influenced by trends in raw material prices, demand – supply conditions in the market, international price trends among others.
- An Inter-Ministerial Group (IMG) is functioning in the Ministry of Steel, under the Chairmanship of Secretary (Steel) to monitor and coordinate major steel investments in the country.
- As a facilitator, the Government monitors the steel market conditions and adopts fiscal and other policy measures based on its assessment. Currently, basic excise duty for steel is set at 12.5% and there is no export duty on steel items. The government has also imposed export duty of 30% on all forms of iron ore except low grades which carry a duty of 10% while iron ore pellets have a export duty of 5% in order to control ad-hoc

exports of the items and conserve them for long term requirement of the domestic steel industry. It has also raised import duty on most steel imports by 2.5%, taking the import duty on carbon steel flat products to 10% and that on long products to 7.5%.

- For ensuring quality of steel several items have been brought under a quality control order issued by the Government.

Imports

- Iron & steel are freely importable as per the extant policy.
- Data on import of total finished steel (alloy + non alloy) is given below for last five years:

Indian steel industry : Imports (in million tonnes)					
Category	2010-11	2011-12	2012-13	2013-14	2014-15
Total Finished Steel (alloy + non alloy)	6.66	6.86	7.93	5.45	9.32
Source: Joint Plant Committee					

Exports

- Iron & steel are freely exportable.
- Data on export of total finished steel (alloy + non alloy) is given below for last five years:

Indian steel industry : Exports (in million tonnes)					
Category	2010-11	2011-12	2012-13	2013-14	2014-15
Total Finished Steel (alloy + non alloy)	3.64	4.59	5.37	5.98	5.59
Source: Joint Plant Committee					

Levies on Iron & Steel

SDF levy

- This was a levy started for funding modernisation, expansion and development of steel sector. The Fund, inter-alia, supports :
 - Capital expenditure for modernisation, rehabilitation, diversification, renewal & replacement of Integrated Steel Plants.
 - Research & Development
 - Rebates to SSI Corporations
 - Expenditure on ERU of JPC
- The SDF levy was abolished on 21.4.94
- Cabinet decided that corpus could be recycled for loans to Main Producers
- Interest on loans to Main Producers is set aside for promotion of R&D on steel etc.
- An Empowered Committee has been set up to guide the R&D effort in this sector.
- EGEAF – Was a levy started for reimbursing the price differential cost of inputs used for engineering exporters. Fund was discontinued on 19.2.96.

Opportunities for growth of Iron and Steel in Private Sector

The New Industrial Policy Regime

The New Industrial policy opened up the Indian iron and steel industry for private investment by (a) removing it from the list of industries reserved for public sector and (b) exempting it from compulsory licensing. Imports of foreign technology as well as foreign direct investment are now freely permitted up to certain limits under an automatic route. Ministry of Steel plays the role of a facilitator, providing broad directions and assistance to new and existing steel plants, in the liberalized scenario.

The Growth Profile

(i) Steel : The liberalization of industrial policy and other initiatives taken by the Government have given a definite impetus for entry, participation and growth of the private sector in the steel industry. While the existing units are being modernized/expanded, a large number of new steel plants have also come up in different parts of the country based on modern, cost effective, state of-the-art technologies. In the last few years, the rapid and stable growth of the demand side has also prompted domestic entrepreneurs to set up fresh greenfield projects in different states of the country.

Crude steel capacity was 109.85 mt in 2014-15 and India, which emerged as the 3rd largest producer of crude steel in the world in 2015 as per ranking released by the WSA, has to its credit, the capability to produce a variety of grades and that too, of international quality standards. The country is expected to become the 2nd largest producer of crude steel in the world soon, provided all requirements for creation of fresh capacity are adequately met.

(ii) Pig Iron: India is also an important producer of pig iron. Post-liberalization, with setting up several units in the private sector, not only imports have drastically reduced but also India has turned out to be a net exporter of pig iron. The private sector accounted for 91% of total production for sale of pig iron in the country in 2014-15. The production for sale of pig iron has increased from 1.6 mt in 1991-92 to 9.7 mt in 2014-15.

(iii) Sponge Iron: India is the world's largest producer of sponge iron with a host of coal based units, located in the mineral-rich states of the country. Over the years, the coal based route has emerged as a key contributor and accounted for 90% of total sponge iron production in the country.

1.4 NEED FOR THE STUDY

Due to these changes, the employees in the logistics sector are experiencing a high level of stress. It affected the social, economical, and psychological domains of the executives and their relations. The present study proposes to address specific problems related to stress management among the employees in Bescal Steel Industries

1.5 SCOPE OF THE STUDY

- ❖ The study covers how the stress affects people at the work environment.
- ❖ This study helps me to know about the different types of stress in the workplace.
- ❖ The study covers how the stress management activities help to retain the employees in the organization.

1.6 OBJECTIVES

PRIMARY OBJECTIVE

To study the employee's attitude towards stress management at Bescal Steel Industries

SECONDARY OBJECTIVES

- ❖ To study and analyze the effectiveness of stress management in the workplace for the employees of Bescal Steel Industries.
- ❖ To find the causes of stress.
- ❖ To analyze the impact of stress in performance of the employees.
- ❖ To find out how to handle stress.
- ❖ To suggest effective HR practices related to stress management.
- ❖ To suggest suitable measures to reduce stress.

CHAPTER 2: REVIEW OF LITERATURE

Stress can be defined as:

‘The way our body responds to the demands of our life style’

Most people think of stress as a mental state but it is in fact, very largely, a physical condition. When a person is subjected to a stress- producing effect known as stressor (a challenge, pressure, stimulus, external influence, etc.) it is registered in the brain. The brain gives various parts of the body instructions for a chain of reactions known as stress reaction or stress response. Different People can tolerate different levels of stress. Each person needs to work on their own stress control techniques according to their tolerance levels.

Effect of Stress

- Shallower, quicker breathing,
- Faster heart beat,
- Rise in blood pressure,
- Reduction in the blood supply to hands and feet,
- Increase in body’s metabolism,
- Faster clotting of blood,
- Increased blood flow to the muscles,
- Reduction of blood supply to stomach and abdomen,
- Tensing of muscles,

- Sharpening of all senses,
- Reduction of tension in bowels and stomach functions,
- Reduction in the efficiency of the immune system.

Positive effects of stress:

Stress is valuable under certain circumstances, such as sports, making speeches and taking examinations. The stress response puts people on their mettle, increase alertness, improves sight, strengthens muscles and reduces reaction times. The stress response increases our ability to stand and fight or turn and flee and to mobilize all our resources to achieve whatever we decide to do.

Another positive is the zest that stress adds to life by stimulating the stress and the passions. Many people need challenge in their lives and would be unhappy without it.

Negative effects of stress:

The negative effects of stress show particularly when a person allows stress to remain in the body, usually when a person allows stress to remain in the body, usually when there is no chance to take the necessary steps to release a stress response that is too strong or lasts too long.

The negative effects of stress show up in three ways in particular:

- 1. Unsuitable behavior**
- 2. Lower energy and performance levels**
- 3. Poorer health**

WORKPLACE STRESS:

Job stress is a chronic disease caused by conditions in the workplace that negatively affect an individual's performance and/or overall well-being of the body and mind. One or more of a host of physical and mental illnesses manifests job stress. In some cases, job stress can be disabling.

Causes of Workplace Stress:

Job stress may be caused by a complex set of reasons. Some of the most visible causes of workplace stress are:

JobInsecurity

Organized workplaces are going through metamorphic changes under intense economic transformations and consequent pressures. Reorganizations, takeovers, mergers, downsizing and other changes have become major stressors for employees, as companies try to live up to the competition to survive. These reorganizations have put demand on everyone, from a CEO to a mere executive.

High Demand for Performance

Unrealistic expectations, especially in the time of corporate reorganizations, which, sometimes, puts un healthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload, extremely long work hours and intense pressure to perform at peak levels all the time for the same pay, can actually leave an employees physically and emotionally drained. Excessive travel and too much time away from family also contribute to an employee's stressors.

Technology

The expansion of technology such as computers, pagers, cell phones, fax machines and the Internet—has resulted in heightened expectations for productivity, speed and efficiency, increasing pressure on the individual worker to constantly operate at peak performance levels. Workers working with heavy machinery are under constant stress to remain alert. In this case both the worker and their family members live under constant mental stress. There is also the constant pressure to keep up with technological breakthroughs and improvisations, forcing employees to learn new software all the times.

Workplace Culture

Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns, hierarchy, dress code if any, workspace and most importantly working and behavioral patterns of the boss as well as the co-workers, can be a lesson of life. Maladjustment to workplace cultures may lead to subtle conflicts with colleagues or

even with superiors. In many cases office politics or gossips can be major stress inducers.

Personal or Family Problems

Employees going through personal or family problems tend to carry their worries and anxieties to the workplace. When one is in a depressed mood, his unfocused attention or lack of motivation affects his ability to carry out job responsibilities.

Symptoms and effects of workplace stress

Symptoms and effects of workplace stress may be the following:

Physical:

Headaches, shortness of breath, increased metabolic rate, high blood pressure, indigestion, constipation, fatigue, increased cholesterol, increased stomach acids, stomach ulcers, etc are the symptoms of physical stress .

Psychological:

Anxiety, feeling of helplessness, irritability, depression, lack of concentration, mood swings, extreme sensitivity, etc. are the symptoms of psychological stress.

Behavioral:

Appetite loss, procrastinating attitude, impatience, increased smoking, alcoholism, absenteeism, poor personal hygiene, problems in interpersonal relations with coworkers and managers and similar drawbacks fall under this category.

Stress management at workplace

Workers contribute directly to the productivity of a company and in order to be productive they should not be stressed. Chances are that a stressed worker will contribute negatively to a company's productivity and a group of stressed workers can result in erosion of profit margins. Hence, stress management at workplace assumes a significant role.

A company's management should have advance plans and strategies to help its employees manage stress. One of the biggest causes of workplace stress is the job itself.

The management should make sure to reconcile the job profile with the employee's profile. Job rotation, matching with the worker's physical and emotional capacity and resources will go a long way in reducing stress.

3.RESEARCH METHODOLOGY

3.1 RESEARCH:

Research is defined as the objective and formal process of systematically obtaining, analyzing and interpreting data for actionable decision-making. Research comprises of "defining and redefining problems; formulating hypothesis or suggested solutions; collecting, organizing and evaluating data; making deductions and reaching conclusions; and at last carefully testing the conclusion to determine whether they fit the formulating hypothesis".

3.2 RESEARCH DESIGN:

A research design is the specification of methods and procedures for acquiring the information needed. It is the overall operational pattern or framework of the project that stipulates what information is to be collected from which source by what procedures. The researcher used **Descriptive Design**, which aims at portraying accurately the characteristics of a particular group or situation.

3.3SAMPLING METHOD:

Sampling may be defined as the selection of part of an aggregate or totality on the basis of which a judgement or inference is made about the aggregate or totality is made. The researcher for this study is using Convenience Sampling and the sample size is 110 employees from the BESCAL STEEL INDUSTRIES department.

3.3.1CONVENIENCE SAMPLING:

A **convenience sample** chooses the individuals that are easiest to reach or sampling that is done easy. Convenience sampling does not represent the entire population so it is considered bias.

3.3.2SAMPLE SIZE:

The sample size for the purpose of this research is 110 respondents.

3.4SOURCES OF DATA COLLECTION:

The sources of data are two types they are primary and secondary.

PRIMARY DATA

Primary data are new data collected through a well-designed questionnaire.

SECONDARY DATA

The secondary data was collected through Internet, Business News Letter and from company records. The study was conducted at BESCAL STEEL INDUSTRIES. The response was kept confidential.

3.5TOOLS OF DATA COLLECTION:

The questionnaire method was adopted. The questionnaire was given directly to the respondents for the collection of the data.

3.6LIMITATIONS

- ❖ The sample sizes are restricted to 110 employees,
- ❖ Time was a major constraint and detailed information was not collected from the employees.
- ❖ Convenience sampling has its own limitations, being biased and unsatisfactory.
- ❖ The study is conducted considering the prevailing condition, which are subjected to change in future.

ANALYTICAL TOOLS

ANALYSIS USING KARL PEARSON’S CORRELATION:

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables. The Pearson product-moment correlation coefficient is a measure of the strength and direction of association that exists between two variables measured on at least an interval scale. It is denoted by the symbol r .

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

CHI- SQUARE TEST I – (χ^2)

A chi-squared test, also referred to as chi-square test or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi-squared distribution as closely as desired by making the sample size large enough.

The χ^2 test was first used by Karl Pearson in the year 1900. The quantity χ^2 describes the magnitude of the discrepancy between theory and observation.

It is calculated using:

$$\chi^2 = \sum [(O_i - E_i)^2 / E_i]$$
with (n - 1) degrees of freedom. Where, O_i refers to the observed frequency & E_i to the expected frequencies. χ^2 was used as a test of independence and goodness of fit.

ONE WAY ANOVA

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

PERCENTAGES

Percentages refer to a special kind of ratio. Percentages are used in making comparison between two or more series of data. Percentages are used to describe relationships, it is expressed as.

$$\text{Percentage} = (\text{no of employees} / \text{total no of employees}) 100$$

CHARTS:

Charts are graphic displays of data for easy understanding of relative positions that is not always possible with descriptive words or numbers. Types of charts commonly used in business data presentation are: Bar and pie.

BAR CHARTS:

The bar chart is commonly used for presentation of qualitative data. The data can be continuous or discrete data, which are plotted against discrete data intervals. The vertical

bar diagram, also called bar chart where the length or height of bars represent the numerical value of the event or measurement. Width or gap between the bars is of no significance to the bar chart data, but they are uniform in a diagram.

CHAPTER 4: DATA ANALYSIS& INTERPRETATION

Table 1
Age of the Respondents

The table shows that the Age-wise classification of the Respondents.

Age	No. of. Respondents	Percentage %
Below 25	54	49
25-40	56	51
40 Above	-	-
Total	110	100

From the above table we can found that there are no respondents aged above 40, 49 % of the respondents are aged around below 25 and 51 % of the respondents are aged around 25 - 40 years old.

Figure 1

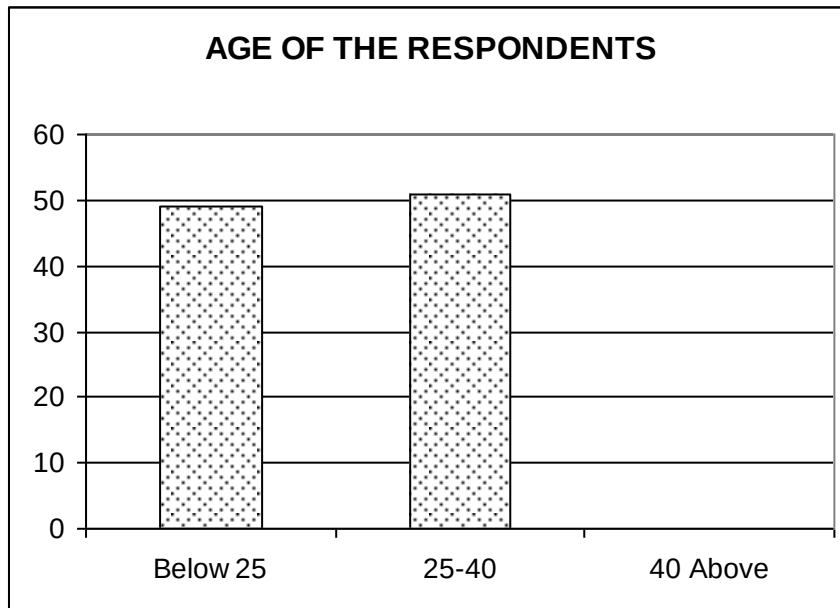


Table 2

Marital Status of the Respondents

This table shows Marital Status of the employees in the organization

Marital Status	No. of. Respondents	Percentage %
Married	37	34
Un married	73	66
Total	110	100

The above table indicates that the Marital Status of the employees. Majority of 66% of employees are unmarried and 34% of married employees are working as a salesman.

Figure 2

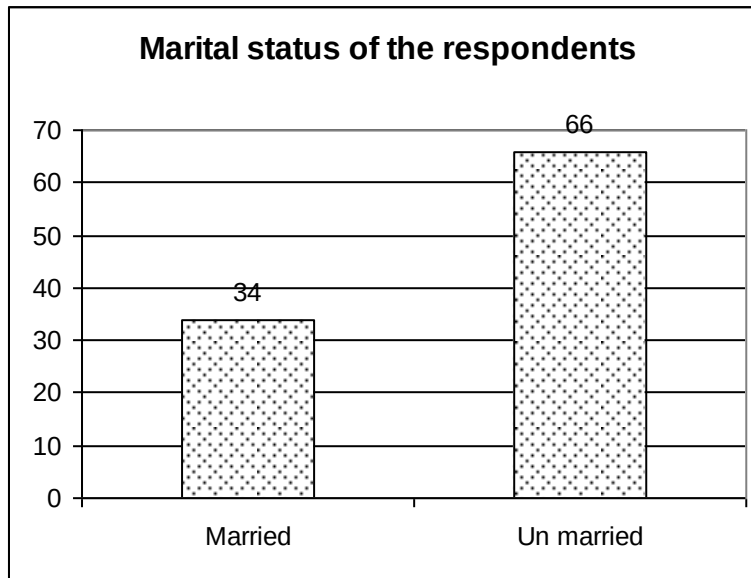


Table 3

Experience of the Respondents

YEARS	No.of.respondents	Percentage
1 – 6 months	53	48
1 year	31	28
More than 1 year	26	24
Total	110	100

The table shows the experience of the respondents in BESCAL STEEL INDUSTRIES. About 48% of respondents have 1-6 months of work experience, 28% of respondents have 1 year of work experience, 24% of respondents have more than 1 year of work experience.

Figure 3

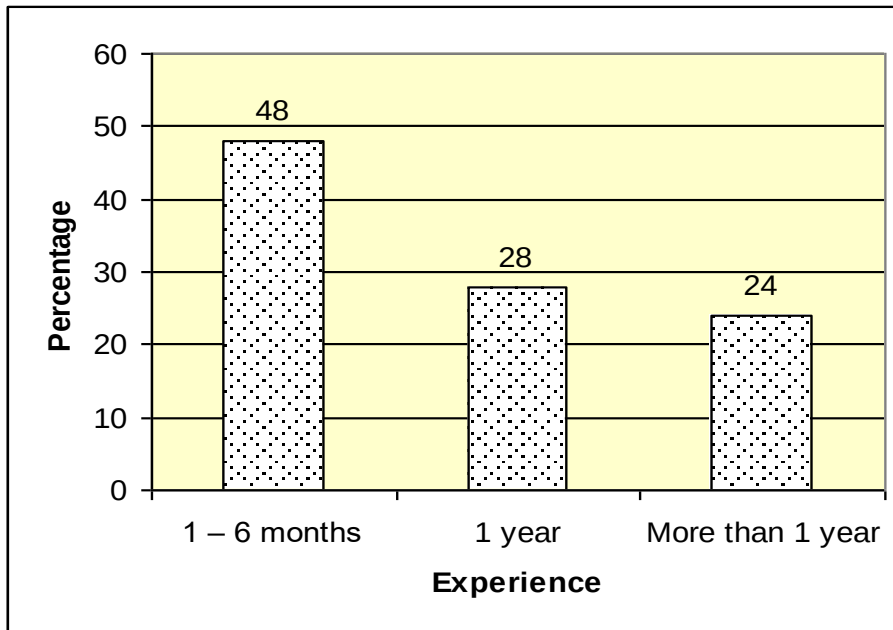


Table 4

Time to do their work without any interruptions

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	4	4
2.	Disagree	20	18
3.	Neutral	0	0
4.	Agree	64	58
5.	Strongly agree	22	20
	Total	110	100

INFERENCE

It can be inferred from the table that 58% of the respondents agrees that they have enough time to do work without interruptions, 4% of the respondents strongly disagrees that they have enough time to do work without interruptions.

Majority (58%) of the respondents agrees that they have enough time to do work without interruptions

Figure 4

Time to do their work without any interruptions

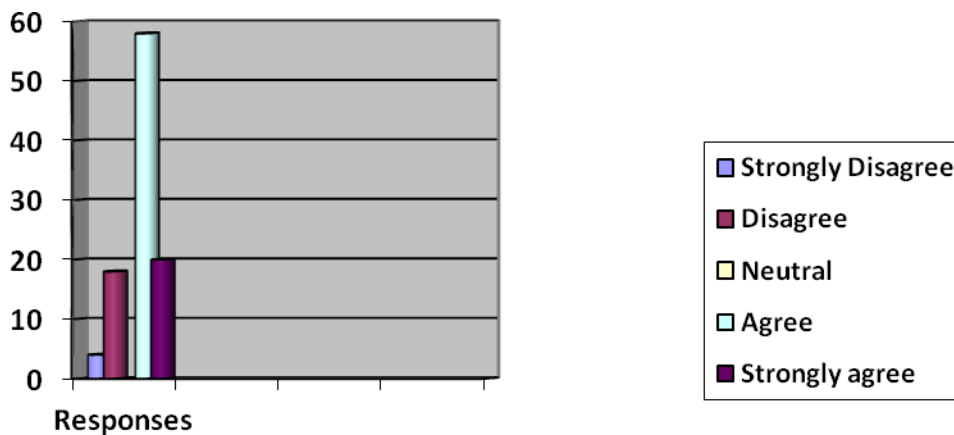


Table 5

Stress is necessary to reach peak performance

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	6	6
2.	Disagree	20	18
3.	Neutral	0	0
4.	Agree	64	58
5.	Strongly agree	20	18
	Total	110	100

INFERENCE

It can be seen that 58% of the respondents agrees about the necessary of stress to reach peak performance, 6% of the respondents strongly disagrees that the necessary of stress to reach peak performance.

About 58% of the respondents agrees about the necessary of stress to reach peak performance.

Figure 5

Stress is necessary to reach peak performance

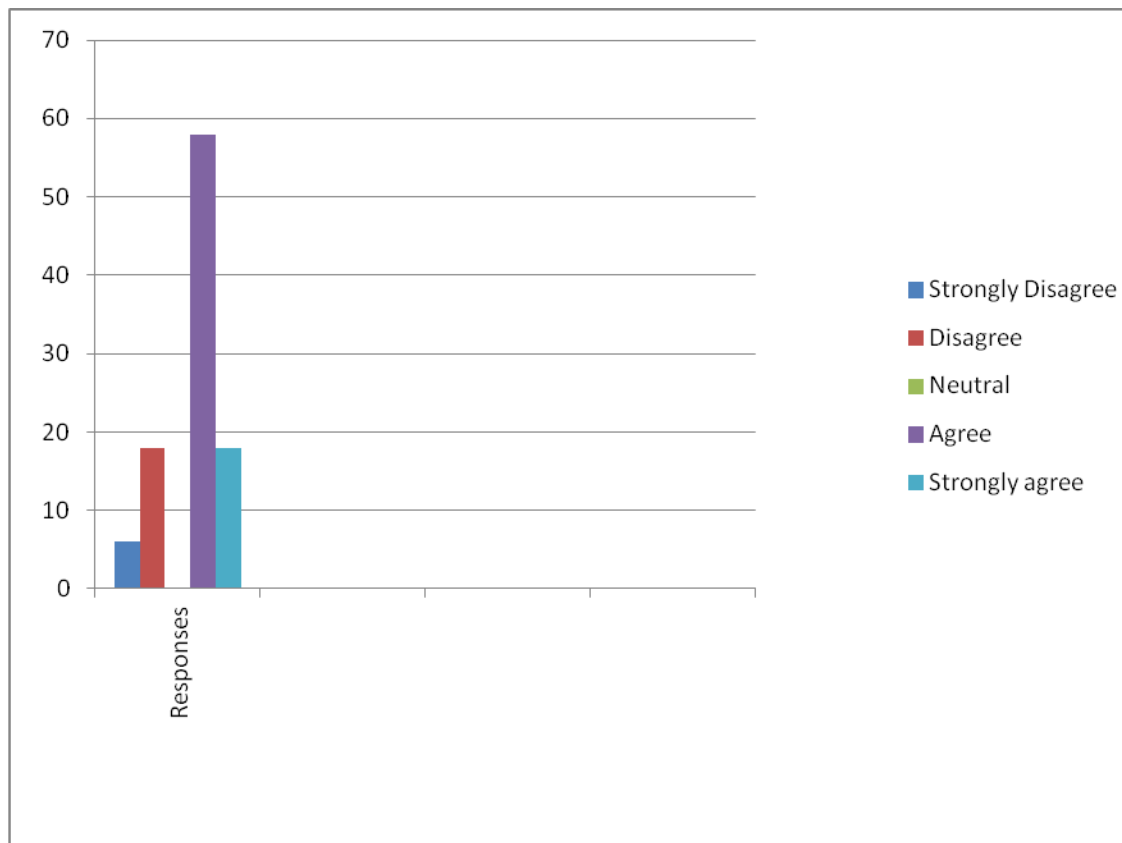


Table 6

Enough time to spend with their family

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	7	6
2.	Disagree	34	31
3.	Neutral	0	0
4.	Agree	55	50
5.	Strongly agree	14	13
	Total	110	100

INFERENCE

It can be seen that 50% of the respondents agrees that they have enough time to spend with their family 6% of the respondents strongly disagrees that they have enough time to spend with their family.

It is however noted that, majority (50%) of the respondents agrees that they have enough time to spend with their family.

Figure 6

Enough time to spend with their family

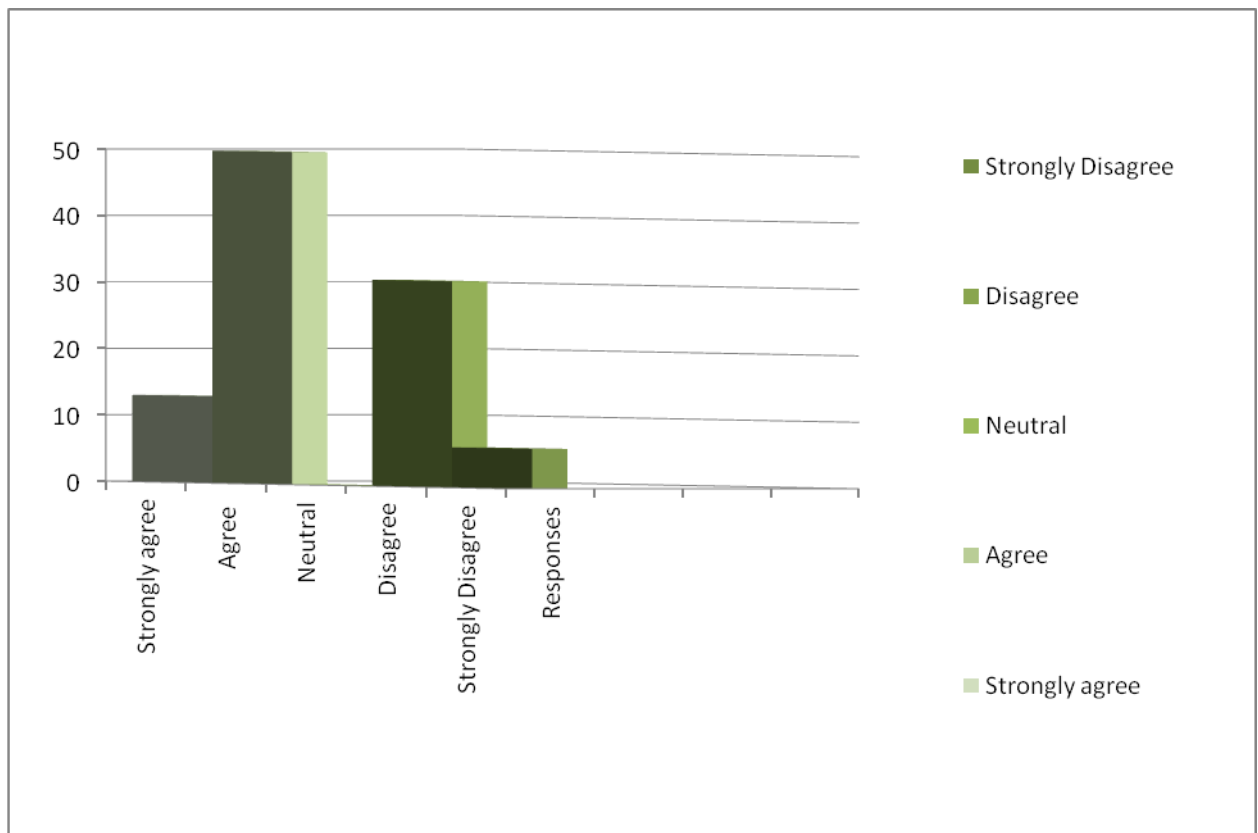


Table 7

Feeling towards the detachment from their work

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	9	8
2.	Disagree	31	28
3.	Neutral	0	0
4.	Agree	66	60
5.	Strongly agree	4	4
	Total	110	100

INFERENCE

It can be seen that 60% of the respondents agrees that they feel detached from their work, 4% of the respondents strongly agrees that they feel detached from their work.

It can be concluded that majority (60%) of the respondents agrees that they feel detached from their work.

Figure 7

Feeling towards the detachment from their work

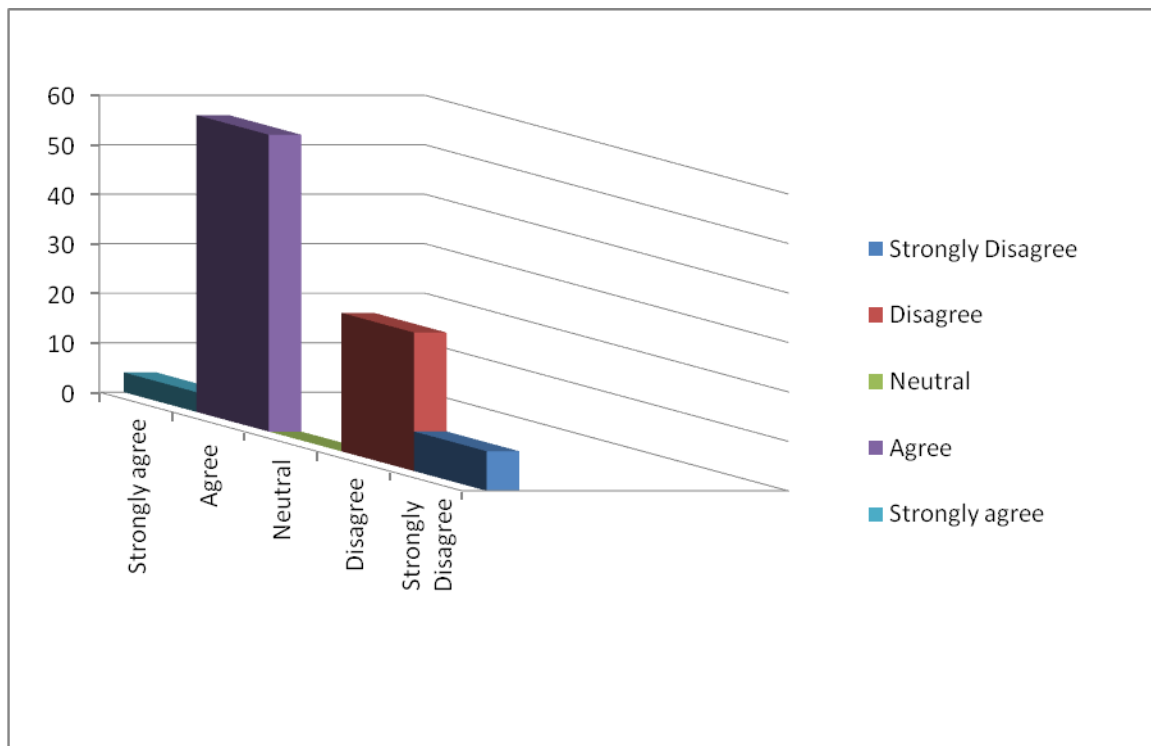


Table 8

Work under considerable tension

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	15	14
2.	Disagree	20	18
3.	Neutral	0	0
4.	Agree	49	44
5.	Strongly agree	26	24
	Total	110	100

INFERENCE

It can be seen that 44% of the respondents agrees that they do their work under considerable tension, 14% of the respondents strongly disagrees that they do their work under considerable tension. A majority (44%) of the respondents agrees that they do their work under considerable tension.

Figure 8

Work under considerable tension

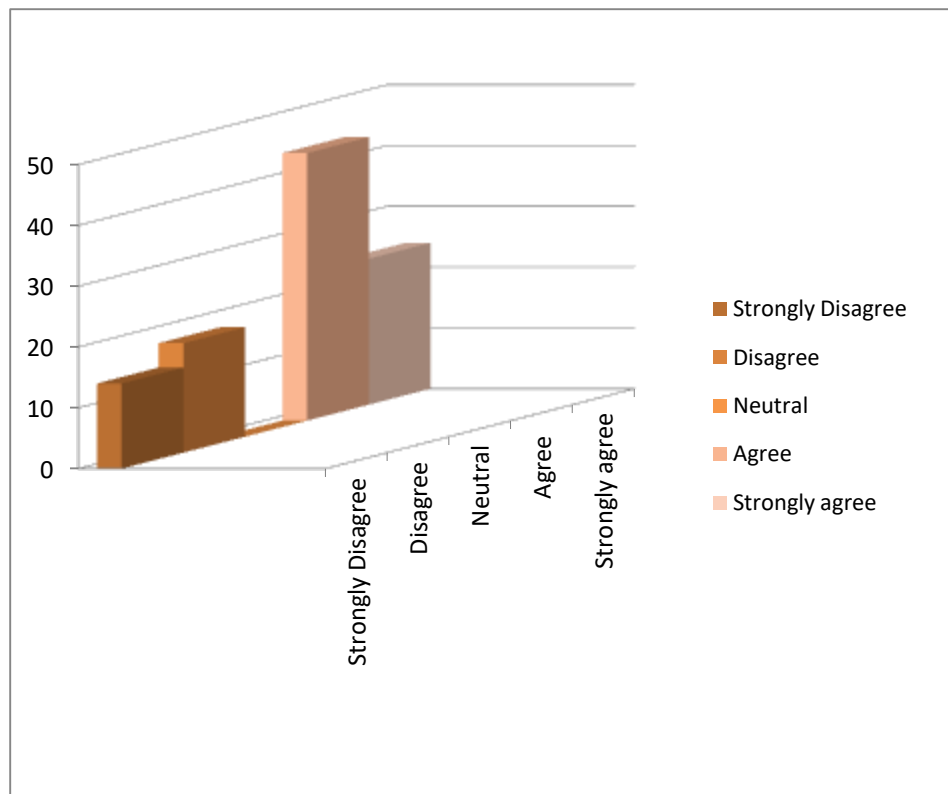


Table 9

Hesitation to start something new

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	13	12
2.	Disagree	20	18
3.	Neutral	0	0
4.	Agree	43	39
5.	Strongly agree	34	31
	Total	110	100

INFERENCE

It is inferred that 39% of the respondents agree that they often hesitate to start something new, 12% of the respondents strongly disagree that they often hesitate to start something new.

Figure 9

Hesitation to start something new

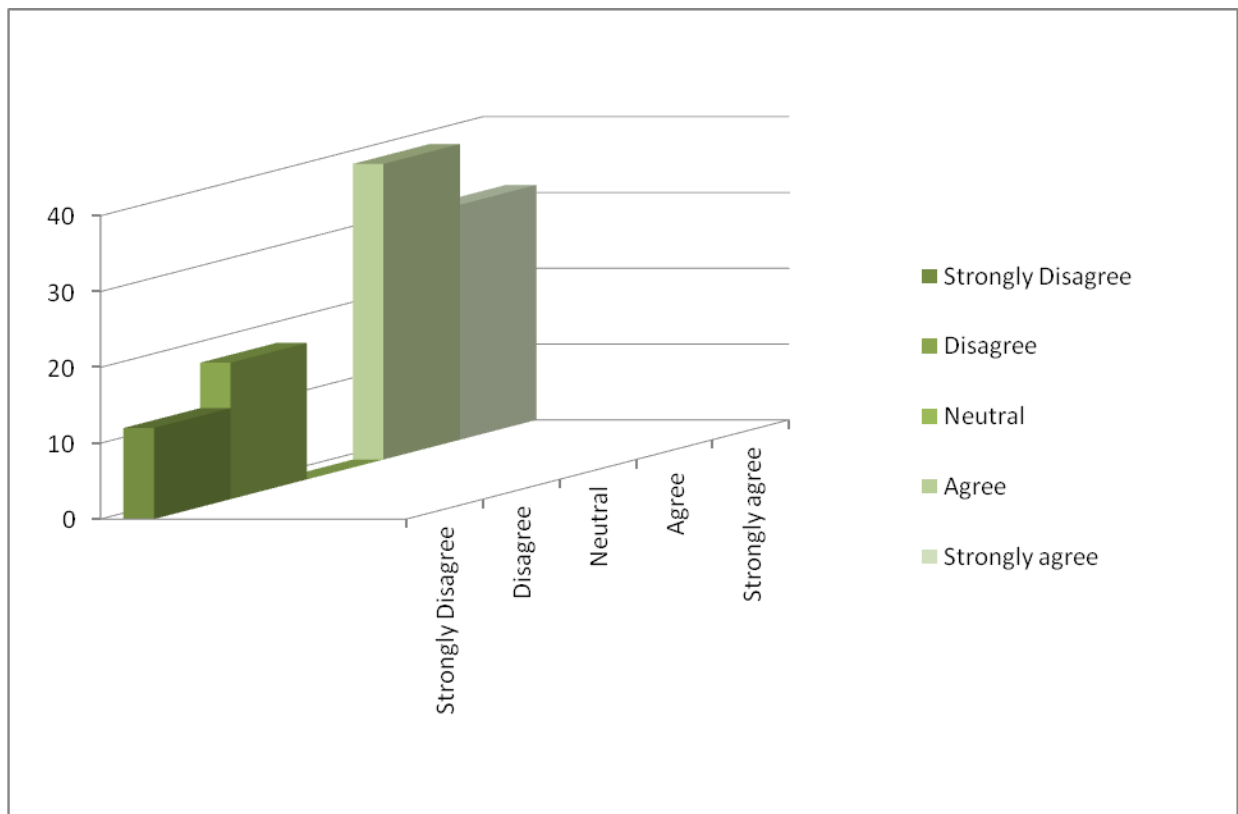


Table 10

Availability of work information

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	15	14
2.	Disagree	49	44
3.	Neutral	0	0
4.	Agree	26	24
5.	Strongly agree	20	18
	Total	110	100

INFERENCE

It can be inferred from the table that 24% of the respondents agrees about the availability of proper work information, 14% of the respondents strongly disagrees about the availability of proper work information.

Figure 10

Availability of work information

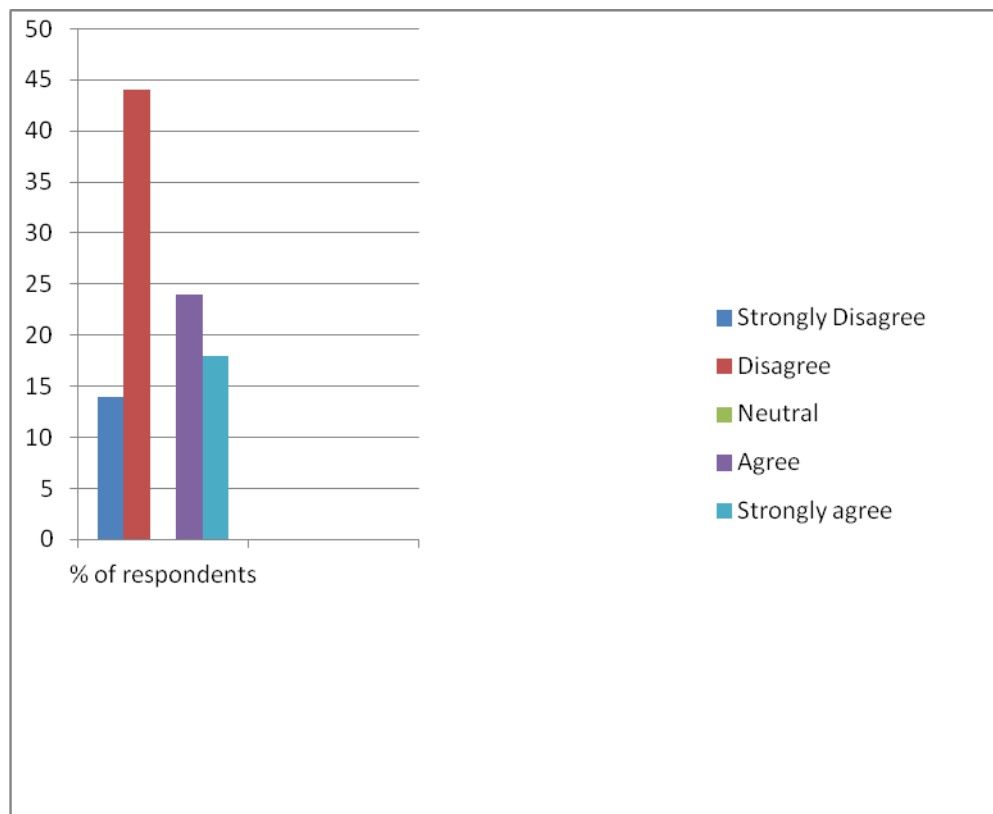


Table 11

Workload of the respondents

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	27	24
2.	Disagree	48	44
3.	Neutral	0	0
4.	Agree	21	19
5.	Strongly agree	14	13
	Total	110	100

INFERENCE

It can be seen that 44% of the respondents disagrees that they have been overloaded, 13% of the respondents strongly agrees that they have been overloaded.

Figure 11

Workload of the respondents

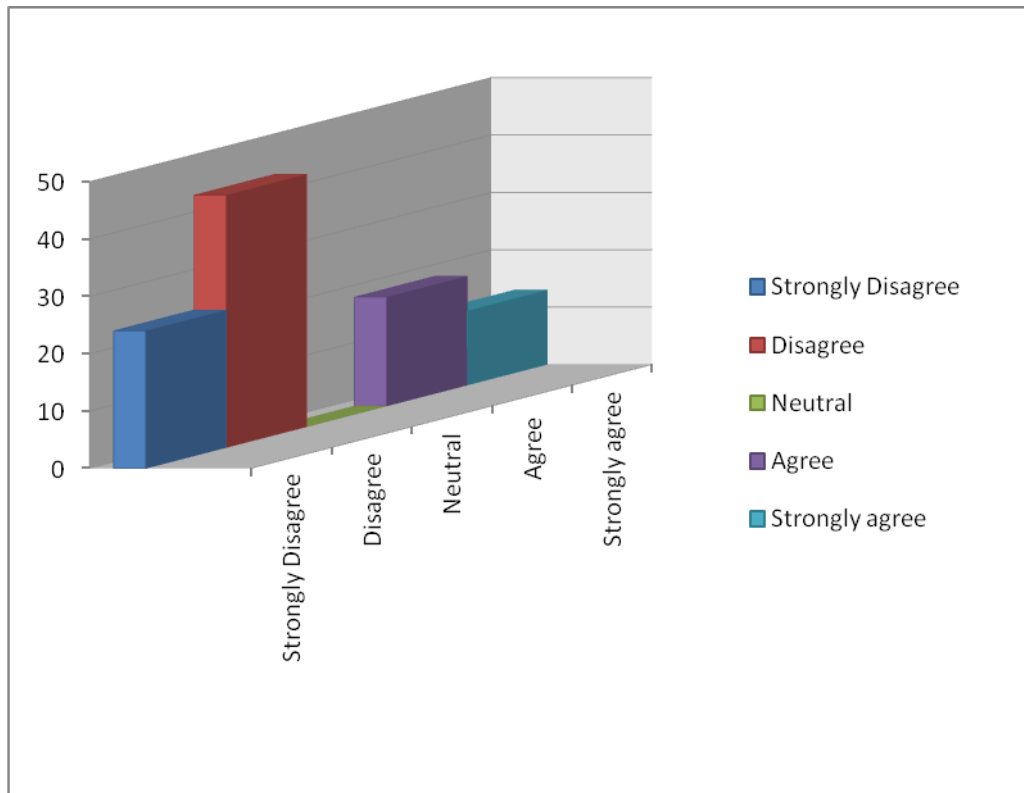


Table 12

Work related stress

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	11	10
2.	Disagree	16	15
3.	Neutral	0	0
4.	Agree	54	49
5.	Strongly agree	29	26
	Total	110	100

INFERENCE

It can be inferred that 49% of the respondents agrees that their work related stress is manageable, 10% of the respondents strongly disagrees that their work related stress is manageable.

Figure 12

Work related stress

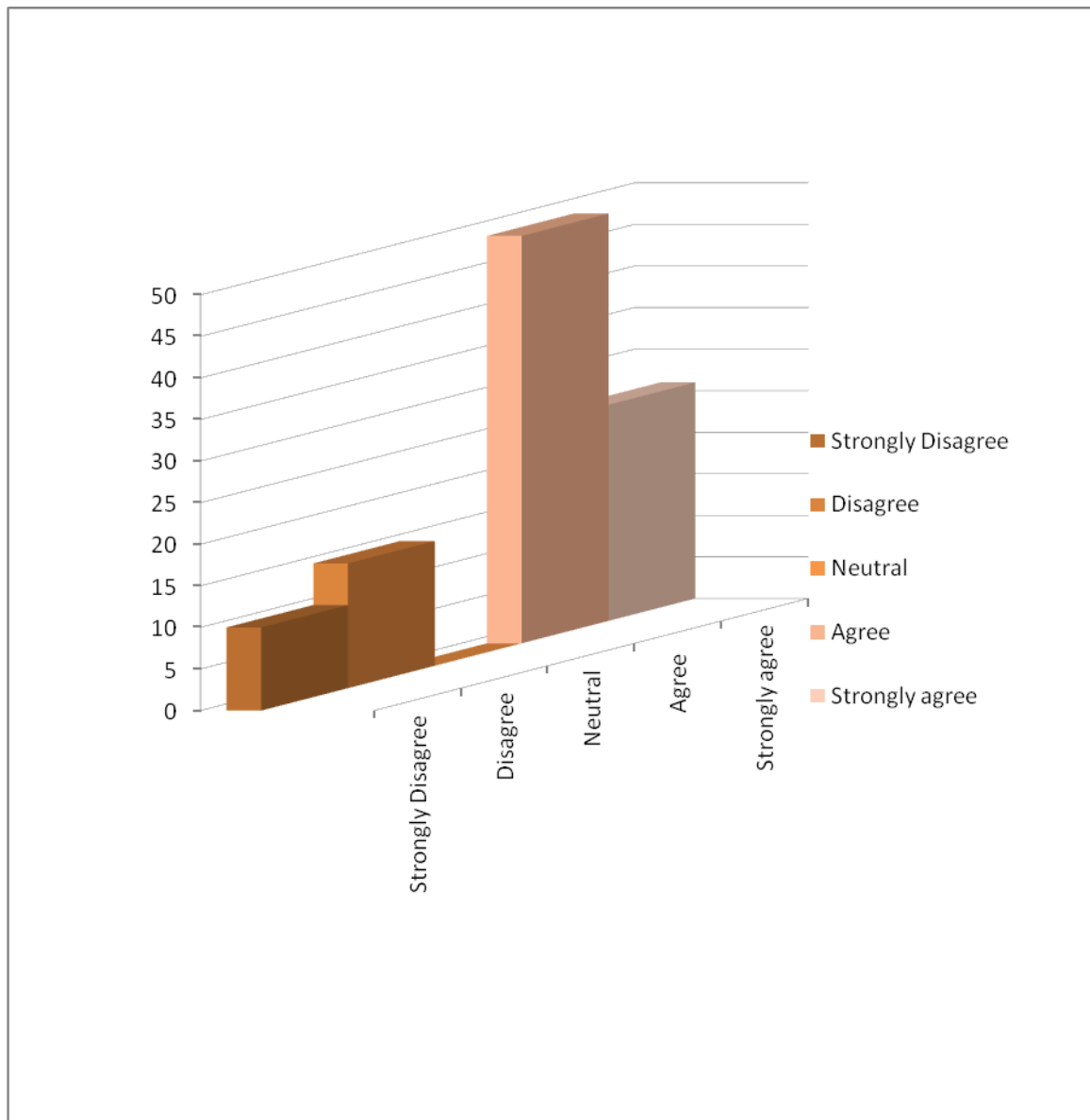


Table 13

Opportunities in their organization

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	11	10
2.	Disagree	16	15
3.	Neutral	0	0
4.	Agree	51	46
5.	Strongly agree	32	29
	Total	110	100

INFERENCE

It can be seen that 46% of the respondents agrees that they have sufficient opportunities for personal and professional growth, 10% of the respondents strongly disagrees that they have sufficient opportunities for personal and professional growth.

Figure 13

Opportunities in their organization

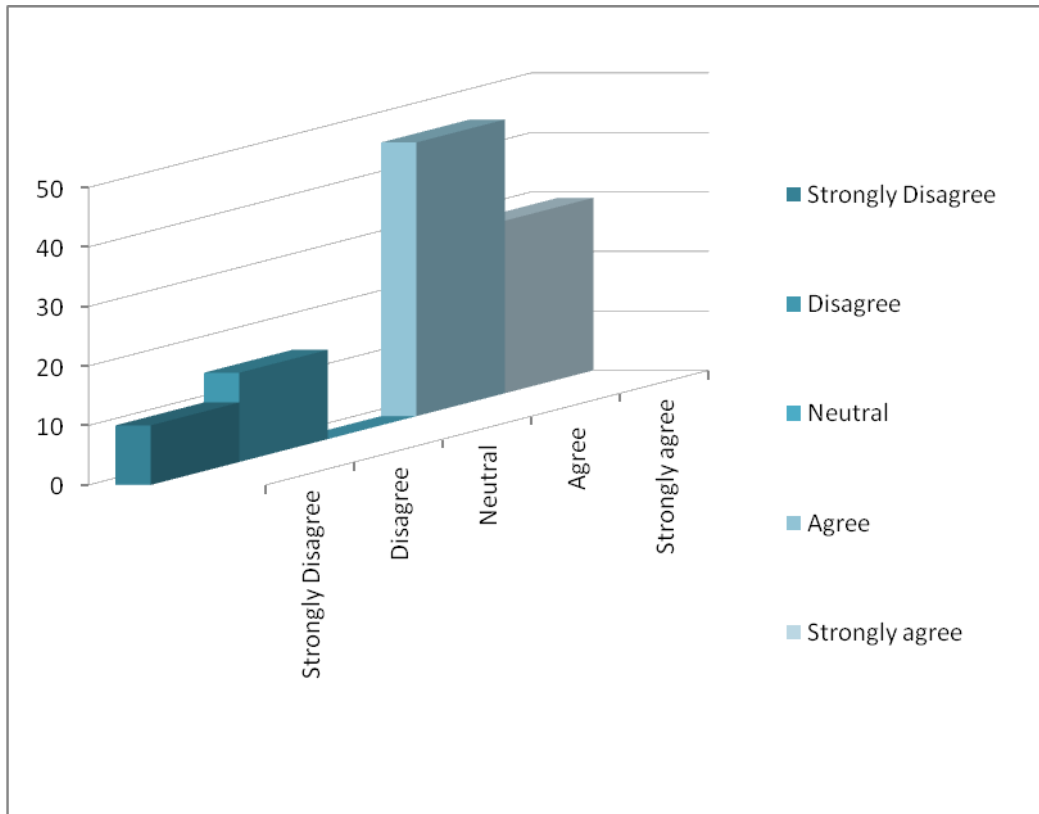


Table 14

Relationship with their team members

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	6	6
2.	Disagree	21	19
3.	Neutral	0	0
4.	Agree	31	28
5.	Strongly agree	52	47
	Total	110	100

INFERENCE

It can be concluded that 28% of the respondents agrees that they always enjoy working with their team members, 6% of the respondents strongly disagrees that they always enjoy working with their team members.

Figure 14

Relationship with their team members

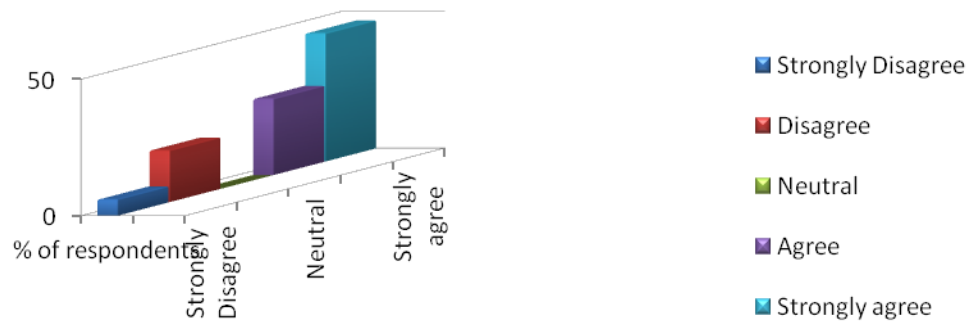


Table 15

Emotional feeling towards their work

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	17	15
2.	Disagree	53	48
3.	Neutral	0	0
4.	Agree	17	16
5.	Strongly agree	23	21
	Total	110	100

INFERENCE

It shows that 21% of the respondents strongly agree that they feel emotionally drained from their work, 48% of the respondents disagree that they feel emotionally drained from their work.

Figure 15

Emotional feeling towards their work

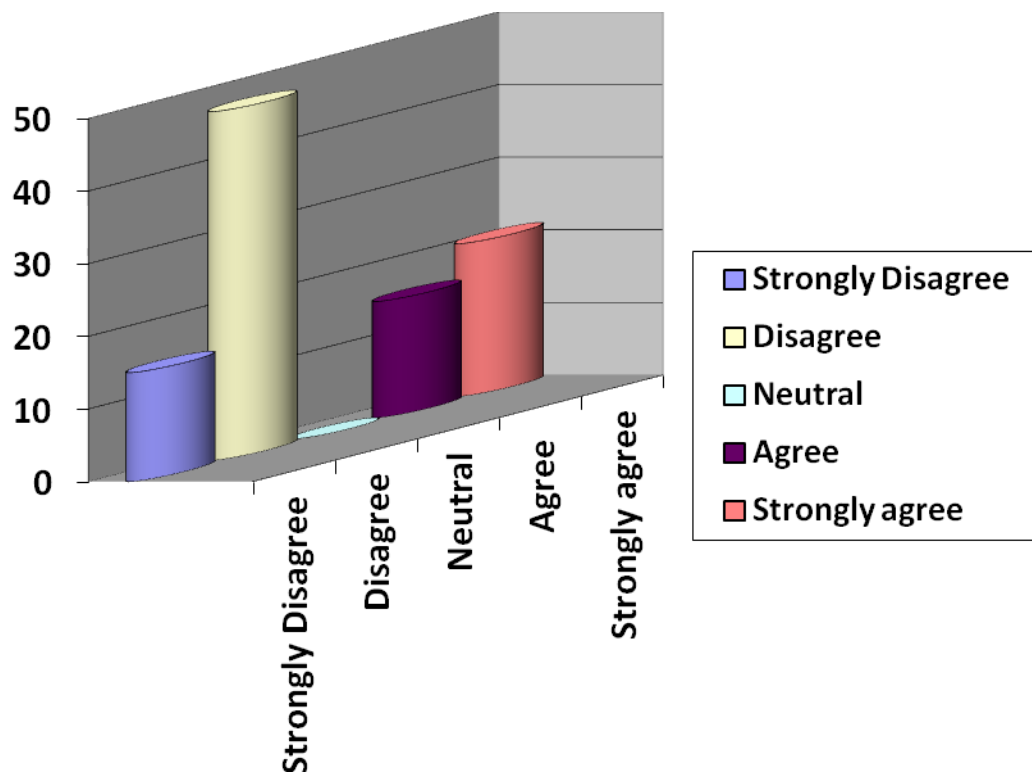


Table 16

Take decisions when supervisor is not available

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	21	19
2.	Disagree	58	53
3.	Neutral	0	0
4.	Agree	24	22
5.	Strongly agree	7	6
	Total	110	100

INFERENCE

It can be inferred that 22% of the respondents agrees that they find difficult to take decisions when supervisor is not available 53% of the respondents disagrees that they find difficult to take decisions when supervisor is not available.

Figure 16

Take decisions when supervisor is not available

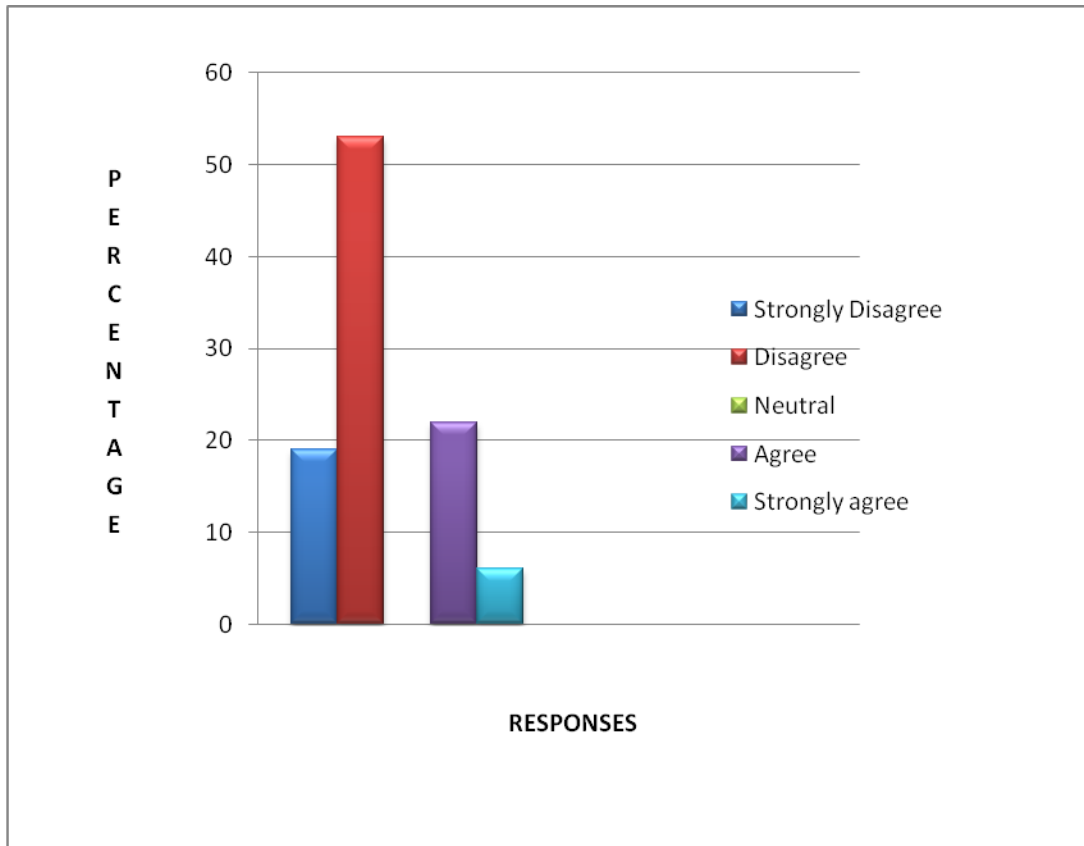


Table 17

Nervousness in their organizational commitments

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	11	10
2.	Disagree	23	21
3.	Neutral	0	0
4.	Agree	59	54
5.	Strongly agree	17	15
	Total	110	100

INFERENCE

It shows that 54% of the respondents agrees that they get nervous when they absent to meet their organizational commitments, 10% of the respondents strongly disagrees that they get nervous when they absent to meet their organizational commitments.

Figure 17

Nervousness in their organizational commitments

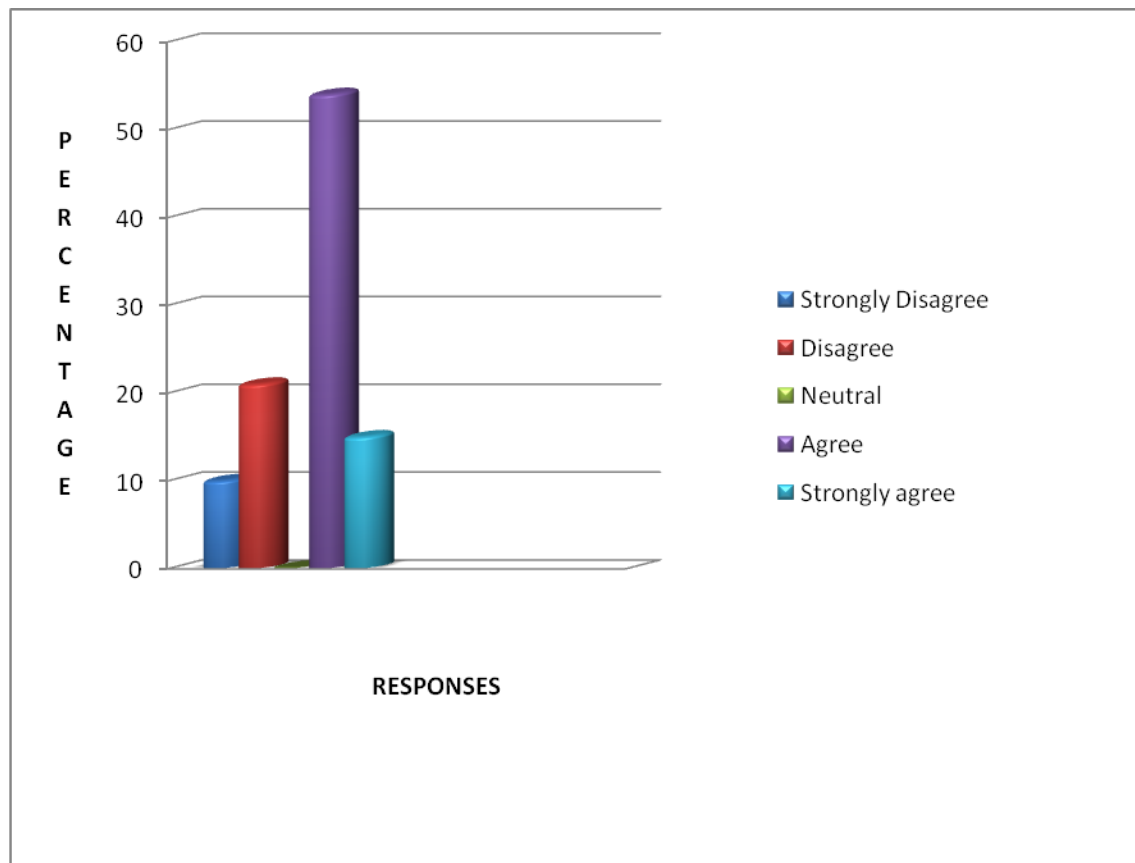


Table 18

Stress from external people

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	23	21
2.	Disagree	16	15
3.	Neutral	0	0
4.	Agree	53	48
5.	Strongly agree	18	16
	Total	110	100

INFERENCE

It can be seen that 48% of the respondents agrees that they get stressed mostly by external people, 21% of the respondents strongly disagrees that they get stressed mostly by external people.

Figure 18

Stress from external people

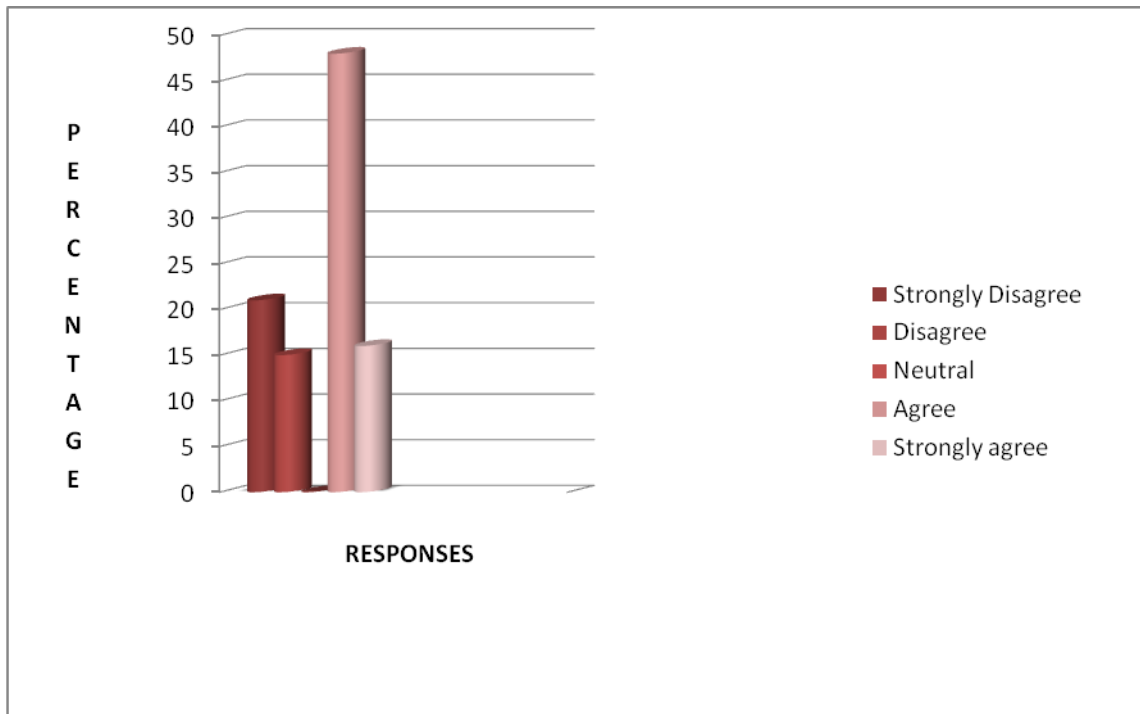


Table 19

Anger when they are interrupted

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	18	16
2.	Disagree	34	31
3.	Neutral	0	0
4.	Agree	34	31
5.	Strongly agree	24	22
	Total	110	100

INFERENCE

It can be concluded that 31% of the respondents disagrees that they respond with anger when they are interrupted, 31% of the respondents agrees that they respond with anger when they are interrupted.

Figure 19

Anger when they are interrupted

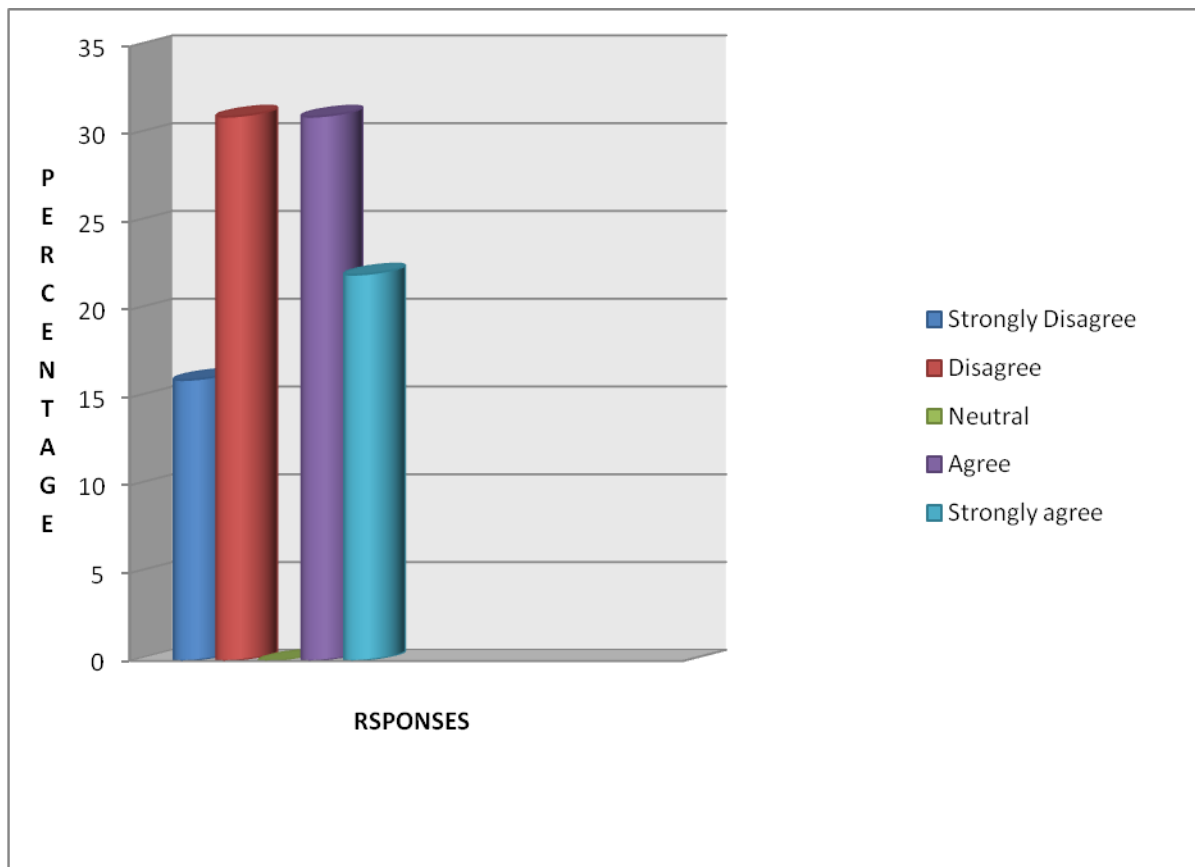


Table 20

Positive response to do something for which they lack training

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	12	11
2.	Disagree	37	34
3.	Neutral	0	0
4.	Agree	43	39
5.	Strongly agree	18	16
	Total	110	100

INFERENCE

From the above table, it can be seen that 39% of the respondents agrees that they respond in a positive manner when asked to do something for which they lack training, 34% of the respondents disagrees that they respond in a positive manner when asked to do something for which they lack training.

Figure 20

Positive response to do something for which they lack training

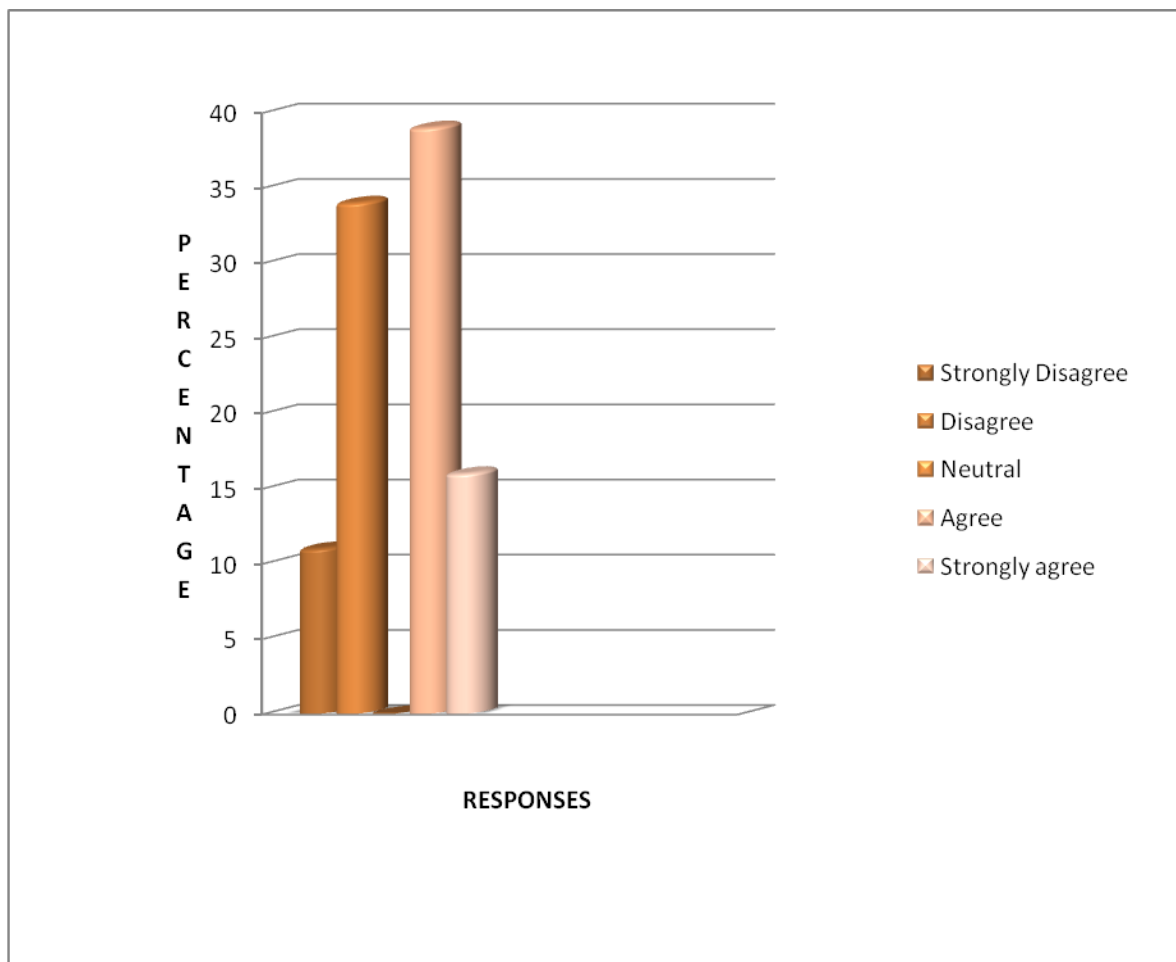


Table 21

Relationship with their superior and peer groups

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	11	10
2.	Disagree	16	15
3.	Neutral	0	0
4.	Agree	61	55
5.	Strongly agree	22	20
	Total	110	100

INFERENCE

It shows that 55% of the respondents agrees that they have healthy relationship with their superior & peer groups, 10% of the respondents strongly disagrees that they have healthy relationship with their superior & peer groups.

Figure 21

Relationship with their superior and peer groups

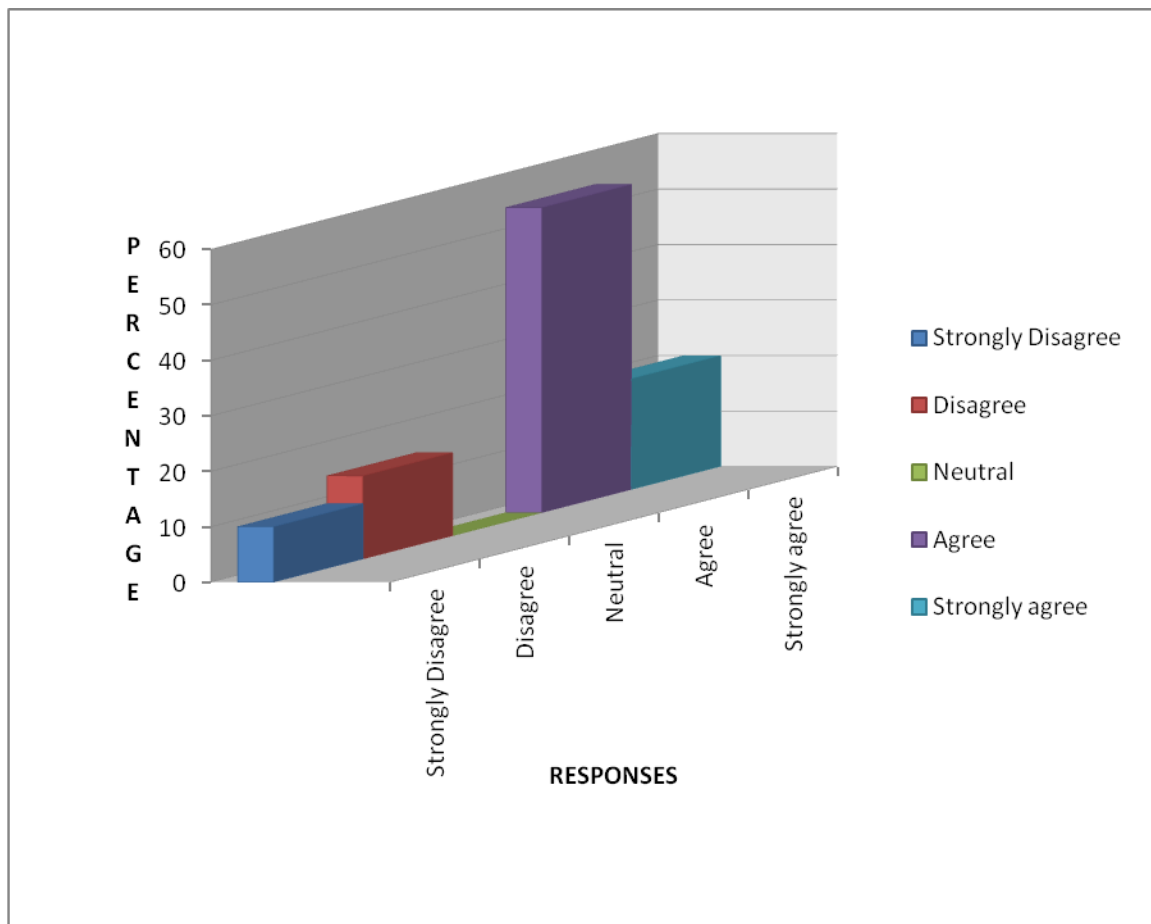


Table 22

Adaptability to changes in the organization

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	21	19
2.	Disagree	31	28
3.	Neutral	0	0
4.	Agree	37	34
5.	Strongly agree	21	19
	Total	110	100

INFERENCE

It can be seen that 34% of the respondents agrees that they are adaptable to changes in the organization, 19% of the respondents strongly disagrees that they are adaptable to changes in the organization.

Figure 22

Adaptability to changes in the organization

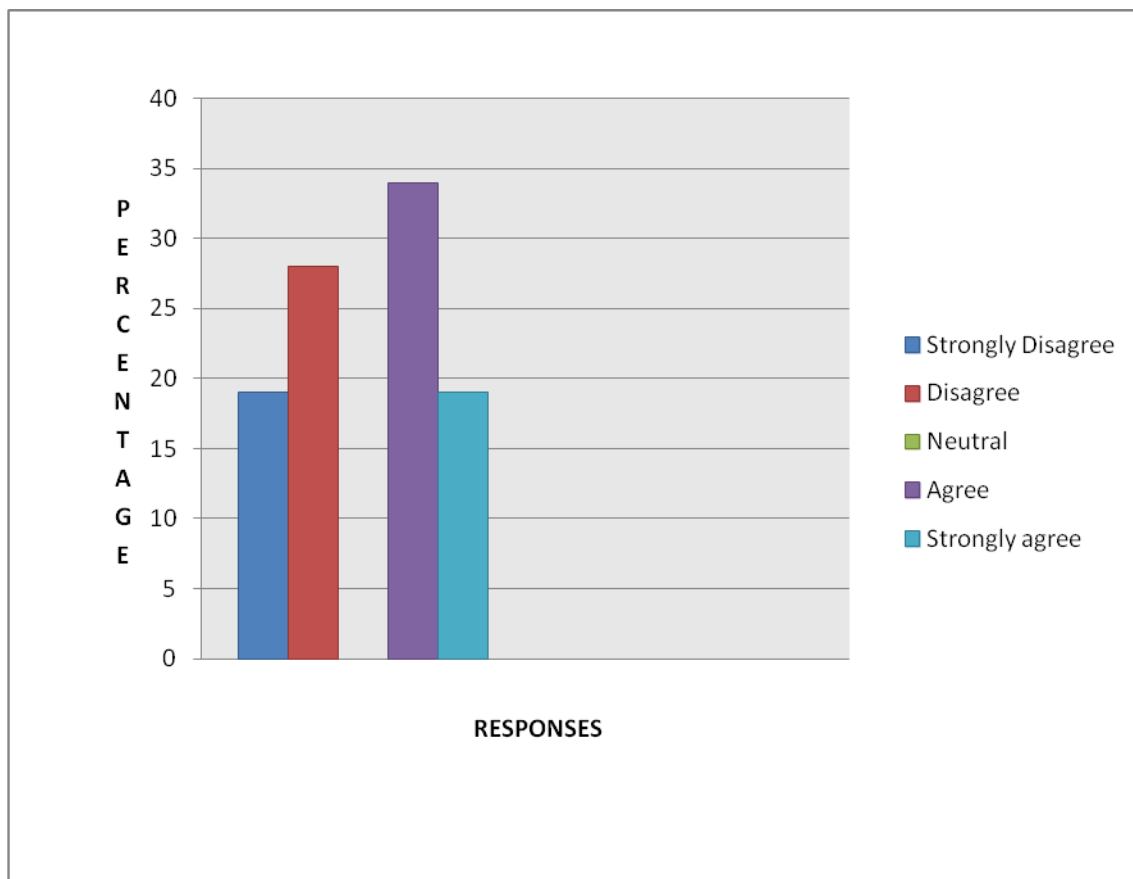


Table 23

Opinion towards the long working hours

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	18	16
2.	Disagree	53	48
3.	Neutral	0	0
4.	Agree	23	21
5.	Strongly agree	16	15
	Total	110	100

INFERENCE

It can be concluded that 21% of the respondents agrees that they feel comfortable with long working hour, 48% of the respondents disagrees that they feel comfortable with long working hour.

Figure 23

Opinion towards the long working hours

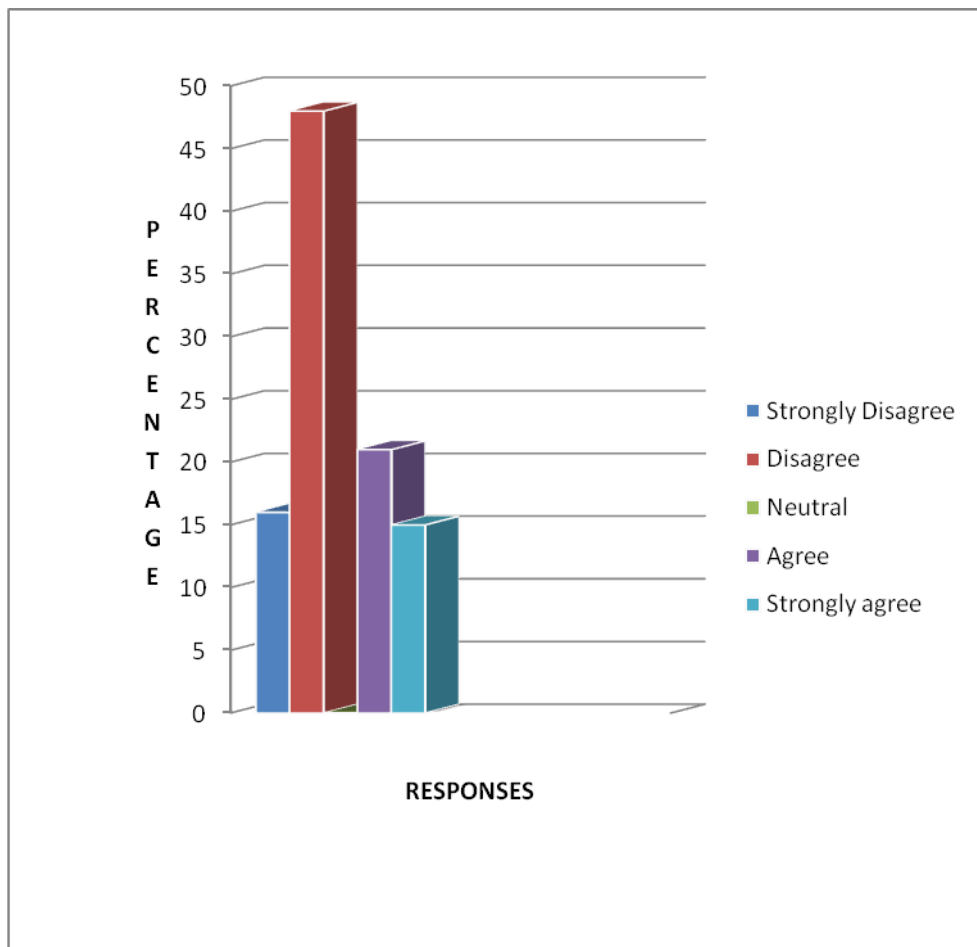


Table 24

Reasons to leave the company

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	11	10
2.	Disagree	58	53
3.	Neutral	0	0
4.	Agree	24	22
5.	Strongly agree	17	15
	Total	110	100

INFERENCE

It can be inferred that 22% of the respondents agrees that they feel strongly move from the company, 10% of the respondents strongly disagrees that they feel strongly move from the company.

Figure 24

Reasons to leave the company

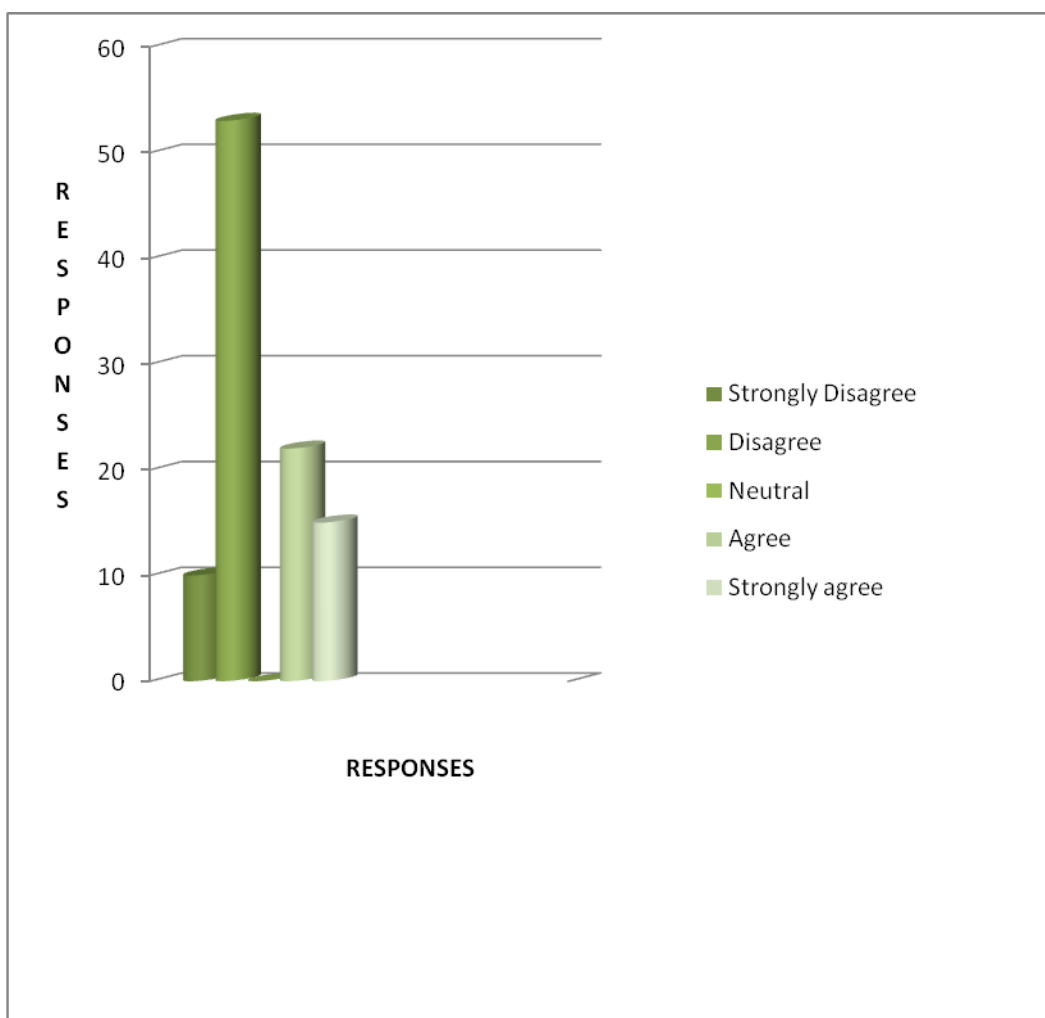


Table 25

Change of the supervisor in some perspective

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	27	24

2.	Disagree	48	44
3.	Neutral	0	0
4.	Agree	20	18
5.	Strongly agree	15	14
	Total	110	100

INFERENCE

It can be concluded that 18% of the respondents agrees that their supervisor should change in some perspective, 44% of the respondents disagrees that their supervisor should change in some perspective.

Figure 25

Change of the supervisor in some perspective

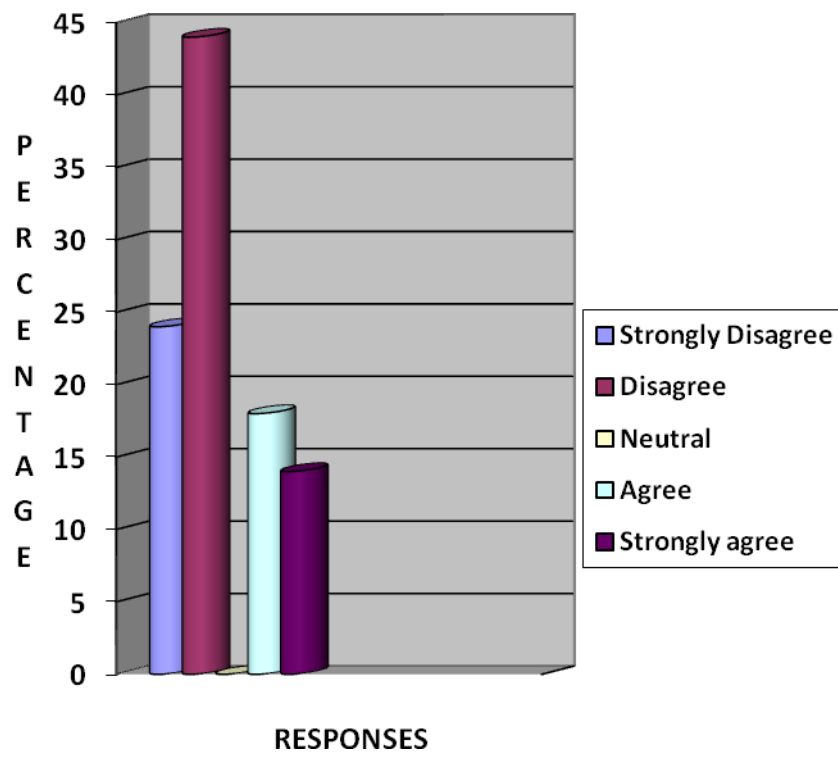


Table 26

Positive attitude to do something unplanned

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	23	21
2.	Disagree	16	15
3.	Neutral	0	0
4.	Agree	53	48
5.	Strongly agree	18	16
	Total	110	100

INFERENCE

From the above table, it can be seen that 48% of the respondents agrees that they take unplanned work as a positive manner, 15% of the respondents disagrees that they take unplanned work as a positive manner.

Figure 26

Positive attitude to do something unplanned

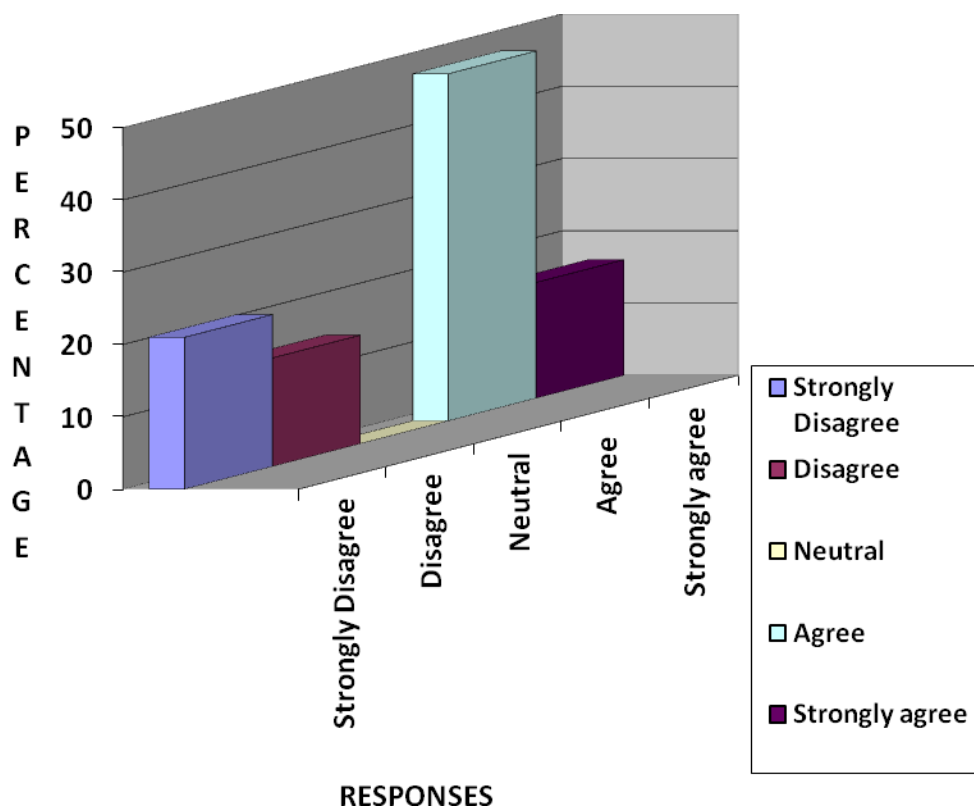


Table 27

Each day plan in their life

S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	11	10
2.	Disagree	16	15
3.	Neutral	0	0
4.	Agree	54	49
5.	Strongly agree	29	26
	Total	110	100

INFERENCE

It can be said that 49% of the respondents agrees that they plan their life each day, 15% of the respondents disagrees that they plan their life each day.

Figure 27

Each day plan in their life.

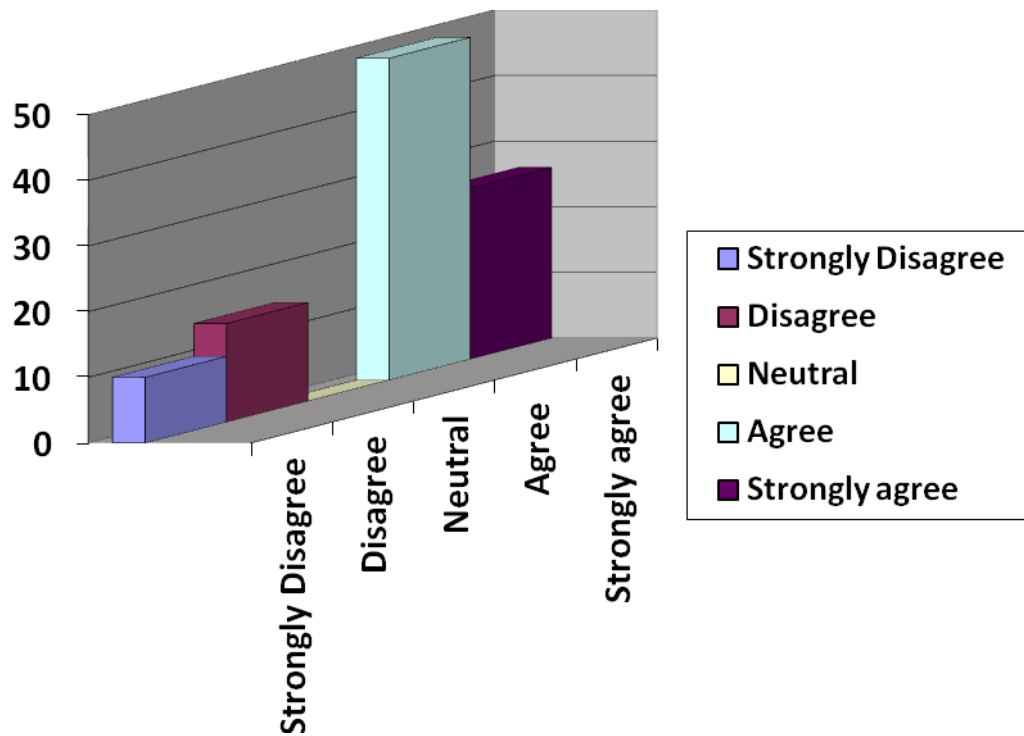


Table 28.

Feeling of stress in workplace & home

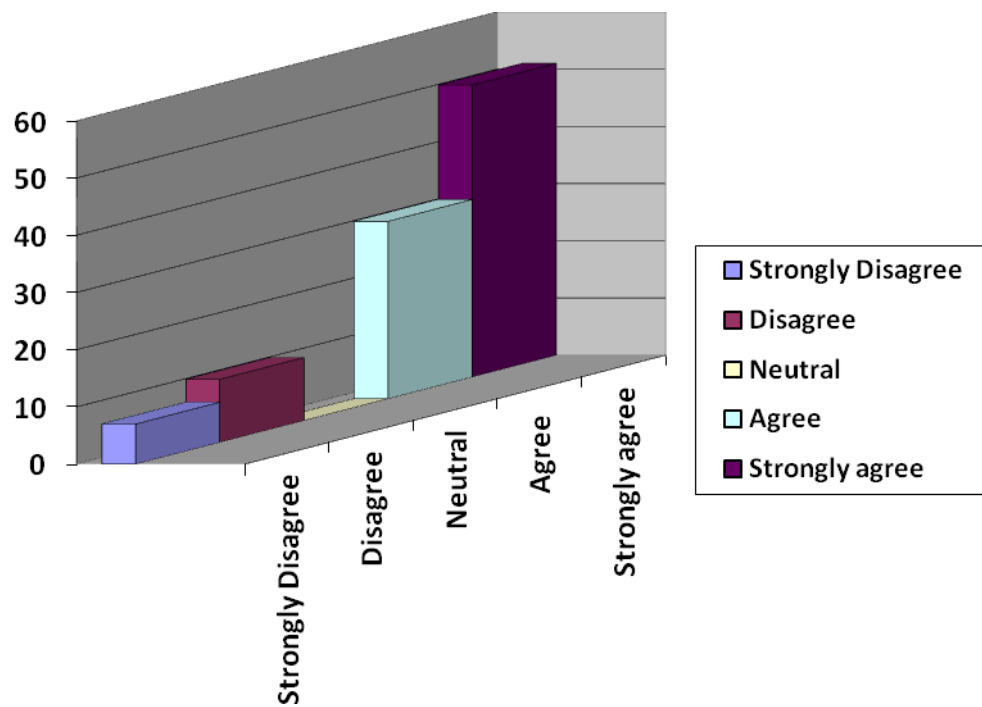
S.No	Variables	No. of respondents	% of respondents
1.	Strongly Disagree	8	7
2.	Disagree	12	11
3.	Neutral	0	0
4.	Agree	34	31
5.	Strongly agree	56	51
	Total	110	100

INFERENCE

It can be concluded that, 51% of the respondents strongly agrees that they feel more stressed during workplace rather than home, 7% of the respondents strongly disagrees that they feel more stressed during workplace rather than home.

Figure 28.

Feeling of stress in workplace & home



CHI- SQUARE TEST I – (ψ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is a relationship between the age and the experience.

Alternate hypothesis (H1):

There is no relationship between the age and the experience.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age of the Respondents * Experience of the Respondents	110	100.0%	0	0.0%	110	100.0%

Age of the Respondents * Experience of the Respondents Crosstabulation

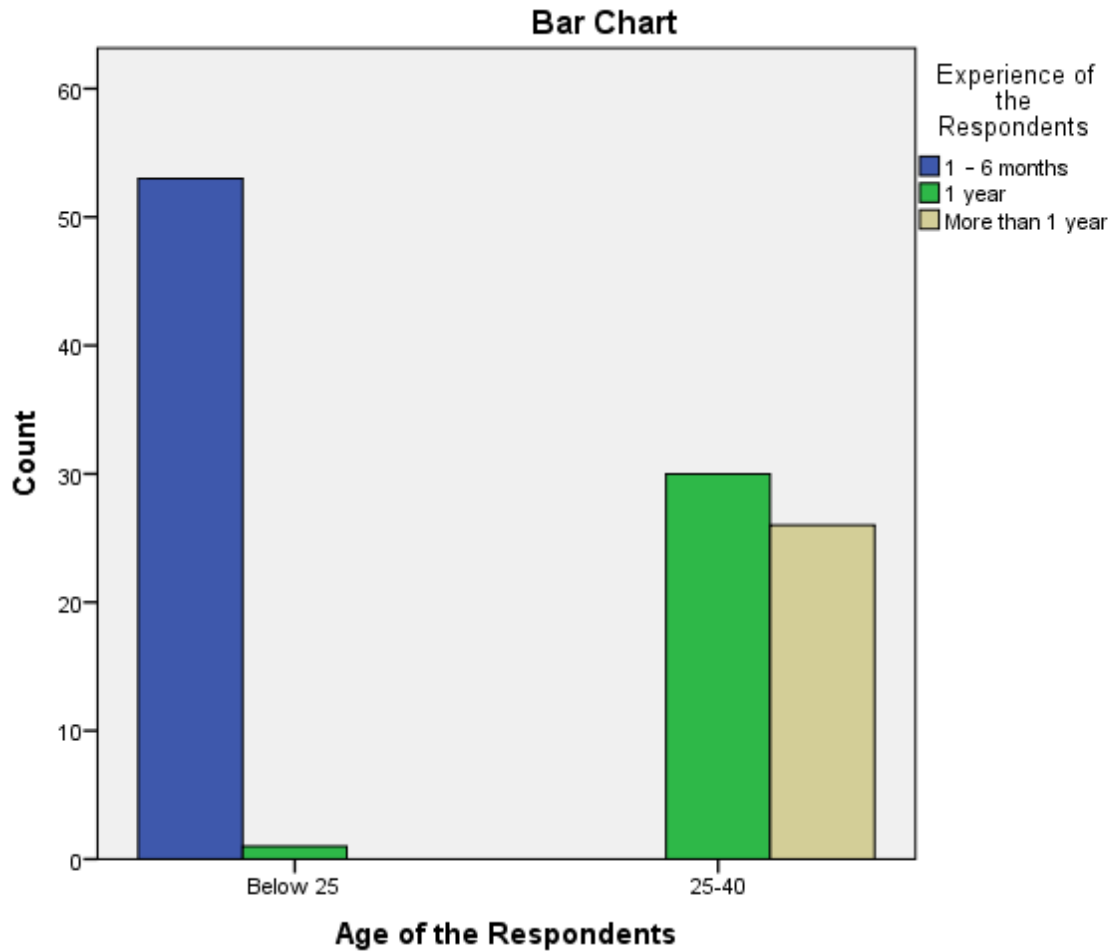
			Experience of the Respondents			Total
			1 – 6 months	1 year	More than 1 year	
Age of the Respondents	Below 25	Count	53	1	0	54
		% within Age of the Respondents	98.1%	1.9%	0.0%	100.0%
		% within Experience of the Respondents	100.0%	3.2%	0.0%	49.1%
	25-40	% of Total	48.2%	0.9%	0.0%	49.1%
		Count	0	30	26	56
		% within Age of the Respondents	0.0%	53.6%	46.4%	100.0%

Total	% within Experience of the Respondents	0.0%	96.8%	100.0%	50.9%
	% of Total	0.0%	27.3%	23.6%	50.9%
	Count	53	31	26	110
	% within Age of the Respondents	48.2%	28.2%	23.6%	100.0%
	% within Experience of the Respondents	100.0%	100.0%	100.0%	100.0%
	% of Total	48.2%	28.2%	23.6%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	106.128 ^a	2	.000
Likelihood Ratio	143.621	2	.000
Linear-by-Linear Association	86.544	1	.000
N of Valid Cases	110		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 12.76.



$$\text{Degree of Freedom} = (r-1) * (c-1)$$

$$= 1 * 2 = 2$$

Calculated value = 106.128

Tabulated value = 5.991

$$Z = Z_{\text{cal}} > Z_{\text{tab}}$$

$$Z = 106.128 > 5.991$$

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the age and the experience.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between the marital status and the enough time to spend with their family.

Alternate hypothesis (H1):

There is no significance difference between the marital status and the enough time to spend with their family.

Descriptives

Marital Status of the Respondents

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly Disagree	7	1.00	.000	.000	1.00	1.00	1	1
Disagree	34	1.12	.327	.056	1.00	1.23	1	2
Agree	55	2.00	.000	.000	2.00	2.00	2	2
Strongly agree	14	2.00	.000	.000	2.00	2.00	2	2
Total	110	1.66	.475	.045	1.57	1.75	1	2

Test of Homogeneity of Variances

Marital Status of the Respondents

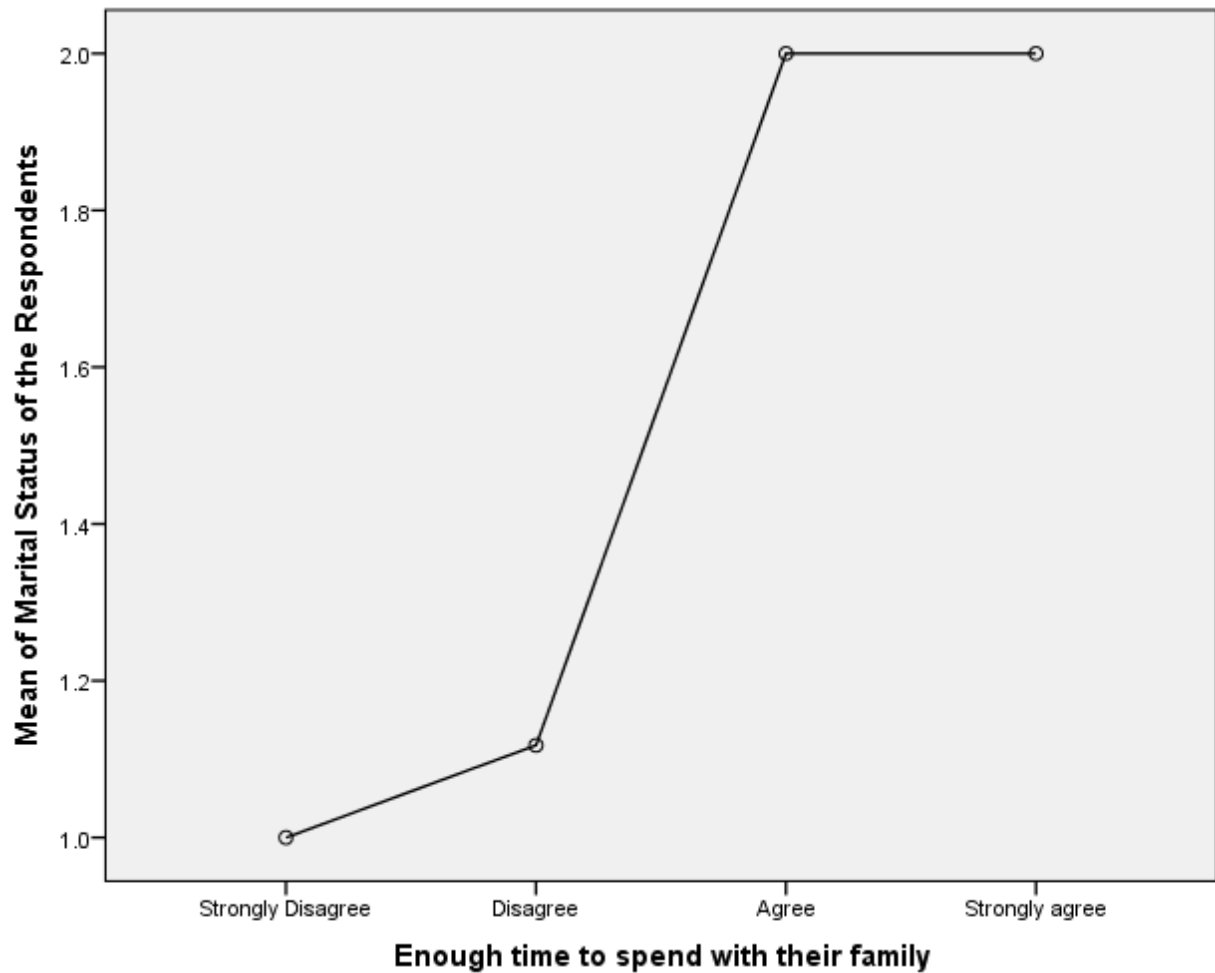
Levene Statistic	df1	df2	Sig.
17.334	3	106	.000

ANOVA

Marital Status of the Respondents

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	21.025	3	7.008	210.485	.000

Within Groups	3.529	106	.033		
Total	24.555	109			



Calculated value = 210.485

Tabulated value = 2.70

$F = F_{cal} > F_{tab}$ $F = 210.485 > 2.70$

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the marital status and the enough time to spend with their family.

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between the positive response to do something for which they lack training and the adaptability to changes in the organization.

Alternate hypothesis (H1):

There is negative relationship between the positive response to do something for which they lack training and the adaptability to changes in the organization.

Correlations

		Positive response to do something for which they lack training	Adaptability to changes in the organization
Positive response to do something for which they lack training	Pearson Correlation	1	.951**
	Sig. (2-tailed)		.000
	N	110	110
Adaptability to changes in the organization	Pearson Correlation	.951**	1
	Sig. (2-tailed)	.000	
	N	110	110

**. Correlation is significant at the 0.01 level (2-tailed).

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

$r = .951$

INFERENCE:

Since r is positive, there is positive relationship between the positive response to do something for which they lack training and the adaptability to changes in the organization.

CHAPTER 5: FINDINGS, SUGGESTIONS & CONCLUSION

5.1 FINDINGS

- 1) It is inferred that there are no respondents aged above 40 as a sales person.

- 2) Majority of 66% of unmarried employees are working as a salesman.
- 3) About 48% of the respondents have 1-6 months of work experience as a sales person in Bescal Steel Industries.
- 4) About 58% of the respondents agrees that they have enough time to do work without interruptions.
- 5) Majority (58%) of the respondents agrees about the necessary of stress to reach peak performance.
- 6) Nearly (50%) of the respondents agrees that they have enough time to spend with their family.
- 7) Majority of the respondents agrees that they feel detached from their work.
- 8) About 44% of the respondents agrees that they do their work under considerable tension.
- 9) Majority 39% of the respondents agrees that they often hesitate to start something new.
- 10) Nearly 14% of the respondents strongly disagrees about the availability of proper work information.
- 11) Exactly 44% of the respondents disagrees that they have been overloaded.
- 12) About 49% of the respondents agrees that their work related stress is manageable.
- 13) Nearly 46% of the respondents agrees that they have sufficient opportunities for personal and professional growth.
- 14) About 47% of the respondents strongly agrees that they always enjoy working with their team members.
- 15) About 48% of the respondents disagrees that they feel emotionally drained from their work.
- 16) Majority (53%) of the respondents disagrees that they find difficult to take decisions when supervisor is not available.
- 17) Nearly 54% of the respondents agrees that they get nervous when they absent to meet their organizational commitments

- 18) Most of the respondents agrees that they get stressed mostly by external people.
- 19) Most of the respondents agrees that they respond in a positive manner when asked to do something for which they lack of training.
- 20) 55% of the respondents have healthy relationship with their superior and peer groups.
- 21) 28% of the respondents disagrees that they are adaptable to changes in the organization.
- 22) Majority of the respondents disagrees that they feel strongly to move from the company.
- 23) 44% of the respondents disagrees that their supervisor should change in some perspective.
- 24) Most of the respondents agrees that they take unplanned work as a positive manner.
- 25) Exactly 10% of the respondents strongly disagrees that they plan their life each day.
- 26) Majority (51%) of the respondents strongly agrees that they feel more stressed during workplace rather than home.
- 27) The Correlation test reveals that, there is high degree of relationship between the Relationship with their superior and peer groups & Adaptability to changes in the organization.

5.2 SUGGESTIONS

On the basis of the study conducted, the researcher gives the following suggestions:

- Stress Management has gained good recognition among the individuals, but still the awareness level among all the employees should be increased
- Stress Management must be promoted among the employees by regularly conducting Stress Management training programme.
- The employees of the organization must develop emotional stability to ensure the physical and mental health of the self and that of the serving organization.
- Stress can be negatively affects the performance of the employees in the organization, to avoid this, personally the employees should have the mental stability.

5.3 CONCLUSION

To conclude the project “**study the employee attitude towards stress management**” with special reference to Bescal Steel Industries., it is found that perception of respondents differ from one person to the other. The researcher concludes that Bescal Steel Industries has already performed well, in order to reduce employees stress in the work place. It has to provide well performance in future also. Mean while, it has some obstacles in the way of providing facilities to the employees. The student researcher is full of hope that this project study would be useful to the organization.

QUESTIONNAIRE

Personal Profile:

Age :

Marital Status :

Experience :

1) Do you have enough time to do work without interruptions?

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

2) Do you think stress is necessary to reach peak performance?

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

3) Do you have enough time to spend with your family each week?

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

4) I often feel that I am detached from my work.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

5) I do my work under considerable tension.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

6) I often hesitate to start something new because I feel that I will not be successful and get scolding from my boss.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

7) I don't have the proper information which I need for my work.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

8) I feel that I have been over loaded with too many jobs

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

9) My work related stress is manageable.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

10) I have sufficient opportunities for personal and professional growth.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

11) I always enjoy working with my team members.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

12) I feel emotionally drained from my work.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

13) I find it extremely difficult to take decisions when supervisor is not available.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

14) I get very nervous when I don't meet organizational commitments in job.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

15) I get stressed mostly by external people.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

16) When you are interrupted at an activity, do you respond with anger?

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

17) Do you respond in a positive manner when asked to do something for which you lack training?

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

18) I have healthy relationship with my superior and peer groups.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

19) I am very adaptable to any changes in my organization.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

20) I feel comfortable with long working hour.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

21) I feel strongly to move from this company because of various reasons.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

22) I feel that the supervisor should change in some perspective.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

23) When I asked to do something unplanned, I take it positively.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

24) Do you plan your life each day, and work out that plan?

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

25) I feel more stressed during work place rather than home.

a) Strongly Agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

Thank you

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