

A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEES IN MANUFACTURING INDUSTRIES

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

**HEMALATHA S
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SCHOOL OF BUSINESS ADMINISTRATION

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI - 600 119**

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of Ms. HEMALATHA S (39410067) who have done the Project work entitled “**A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEES IN MANUFACTURING INDUSTRIES**” under my supervision from January 2020 to March 2021.

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Submitted for Viva voce Examination held on_____.

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DECLARATION

I, HEMALATHA S (39410067) hereby declare that the Project Report entitled “**A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEES IN MANUFACTURING INDUSTRIES**” done by me under the guidance of Mr. JOHN PAUL M, MBA, MHRM, M.Phil(Ph.D) is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO
	ABSTRACT	i
	LIST OF TABLES	ii
	LIST OF CHARTS	iii
1	INTRODUCTION	1-5
	1.1 Introduction	1
	1.2 Industry Profile	3
	1.3 Need for the Study	4
	1.4 Scope and Significance of Study	4
	1.5 Objectives of the Study	5
	1.6 Limitations of the Study	5
2	REVIEW OF LITERATURE	6
3	RESEARCH METHODOLOGY	12
	3.1 Research Design	12
	3.2 Sampling Technique	12
	3.3 Sources of Data	12
	3.4 Structure of Questionnaire	12
	3.5 Sample Size	12
	3.6 Period of Study	12
	3.7 Analytical Tools	13
	3.8 Statement of problem	13
4	DATA ANALYSIS AND INTERPRETATION	14
	4.1 ANOVA	37
	4.2 T- Test	38
5	FINDINGS, SUGGESTIONS AND CONCLUSION	39-44
	5.1 Findings of the Study	39
	5.2 Suggestions	40
	5.3 Conclusion	41
	REFERENCES	42
	APPENDIX –1 (Questionnaire)	44
	APPENDIX –2 (Article)	49

ABSTRACT

This study on stress management among employees in Manufacturing industries. helps the employees in identifying the factors which causes work stress and the effect of stress on them. The study also emphasizes on the ways the organization deals to handle the kind of stress employee's face and recommend remedial programs for the same. This study is done using descriptive research design method and data's are collected by primary and secondary sources. The questionnaire method is used as the methodology to collect primary data for the study and sample size of 120 employees has been taken in this study. The results are analyzed and interpreted through simple percentage analysis, ANOVA and T-Test. The data analysis and interpretation done is being presented through graphs.

LIST OF TABLES

TABLE NO	PARTICULARS	PAGE NO
4.1.1	The age group of respondents	14
4.1.2	Gender distribution of respondents	15
4.1.3	The nature of job	16
4.1.4	The respondents working period with the Organization	17
4.1.5	The level of stress created through job Activities	18
4.1.6	Normal work routine	19
4.1.7	The level of achieving targets	20
4.1.8	The level of standard set by the top Management	21
4.1.9	The level of achieving these standards.	22
4.1.10	The stress level at work place.	23
4.1.11	The causes of high stress in your work place	24
4.1.12	The level of job satisfaction	25
4.1.13	The feel about the present organizational Environment	26
4.1.14	The feel about the monitor and non-monitor compensation of the work.	27
4.1.15	Level how you satisfied with the welfare activities and working culture of the working conditions.	28
4.1.16	Frequent facing mental and physical problems to the routine work progress.	29
4.1.17	Existence of overtime work.	30
4.1.18	Existence of shift arrangement in the firm.	31
4.1.19	The effects of job stress	32
4.1.20	Impact of stress on employees performance measured.	33
4.1.21	The level company providing recreational facilities to reduce work stress.	34
4.1.22	Company handling grievance procedures to solve the problems	35
4.1.23	Best stress prevention method.	36

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4.1.1	The age group of respondents	14
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4.1.6	Normal work routine	19
4.1.7	The level of achieving targets	20
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4.1.9	The level of achieving these standards.	22
4.1.10	The stress level at work place.	23
4.1.11	The causes of high stress in your work place	24
4.1.12	The level of job satisfaction	25
4.1.13	The feel about the present organizational Environment	26
4.1.14	The feel about the monitor and non-monitor compensation of the work.	27
4.1.15	Level how you satisfied with the welfare activities and working culture of the working conditions.	28
4.1.16	Frequent facing mental and physical problems to the routine work progress.	29
4.1.17	Existence of overtime work.	30
4.1.18	Existence of shift arrangement in the firm.	31
4.1.19	The effects of job stress	32
4.1.20	Impact of stress on employees performance measured.	33
4.1.21	The level company providing recreational facilities to reduce work stress.	34
4.1.22	Company handling grievance procedures to solve the problems	35
4.1.23	Best stress prevention method.	36

1.1 INTRODUCTION

Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast-paced world, it is impossible to live without stress, whether you are a student or working adult. Human Resources Management is an art of managing people at work in such a manner that they give their best to the organization. In simple word human resources management refers to the quantitative aspect of employees working in an organization.

Organizations are not mere bricks, motor, machineries or inventories. They are people. It is the one who staff and manage organizations. Stress is not necessarily unpleasant or harmful. When people are able to cope satisfactorily with the stress and find it to be positive in its effects, they tend to use other words such as stimulation or challenge.

Today many organizations and employees are experiencing the effects of stress on work performance. The effects of stress can be either positive or negative. What is perceived as positive stress by one person may be perceived as negative stress by another, since everyone perceives situations differently. According to Barden (2001), negative stress is becoming a major illness in the work environment, and it can debilitate employees and be costly to employers.

Managers need to identify those suffering from negative stress and implement programs as a defence against stress. These programs may reduce the impact stress has on employees work performance.

There are both positive and negative stresses. There is both positive and negative stress, depending on each individual's unique perception of the tension between the two forces. Not all stress is bad. For example, positive stress, also known as eustress, can help an individual to function at optimal effectiveness and efficiency.

Hence, it is evident that some form of positive stress can add more color and vibrancy to our lives. The presence of a deadline, for example, can push us to make the most of our time and produce greater efficiency. It is important to keep this in mind, as stress management refers to using stress to our advantage, and not on eradicating the presence of stress in our lives. On the other hand, negative stress can result in mental and physical strain. The individual will experience symptoms such as tensions, headache, irritability and in extreme cases, heart palpitation. Hence whilst some stress may be seen as motivating force, it is important to manage stress levels so that it does not have an adverse impact on your health and relationships.

Part of managing stress levels include learning about how stress can affect you emotionally and physically, as well as how to identify if you are performing at your optimal, stress level (OSL) or if you are experiencing negative stress. There are four main categories of stress, namely eustress, distress, hyper stress and hypo stress. Negative stress can cause many physical and psychological problems;

while positive stress can be very helpful for us. Here how we differentiate between them.

Eustress: This is a positive form of stress, which prepares your mind and body for the eminent challenges that it perceived. Eustress is a natural physical reaction by your body which increases blood flow to your muscles, resulting in higher heart rate. A manager before a major presentation would do well with eustress, allowing them to derive the inspiration and strength that is needed.

Distress: We are familiar with this word, and no that it is a negative form of stress. This occurs when the mind and body is unable to cope with changes, and usually occurs when there are deviations from the norm. Trigger events for distress can be a change job scope or routine that the person is unable to handle and cope with.

Hyper stress: This is another form of negative stress that occurs when the individual is unable to cope with the work load. Examples include highly stressful jobs, which require longer working hours than the individual can handle. It is important for you to recognize that your body needs a break, or you may end up with severe and chronic physical and psychological reactions.

Hypo stress: Lastly, hypo stress occurs when a person has nothing to do with his time and feels constantly bored and unmotivated. This is due to an insufficient amount of stress; hence some stress is inevitable and helpful to us.

1.2 INDUSTRY PROFILE

Companies in this industry manufacture mattresses and box springs. Major companies include US-based Leggett & Platt, select comfort, Serta Simmons, and Tempur Sealy International, as well as Hiding Anders International, Recticel and Shandong Fengyang Group. The global mattress market is forecast to reach \$33 billion by 2020, according to P&S Market Research reflecting a compound annual growth rate of 6.3% from 2015. The Asia Pacific mattress market is expected to achieve a 10.7% CAGR during the period. The US mattress manufacturing industry includes about 420 establishments with combined annual revenue of about \$8 billion. Demand for mattresses is driven by consumer confidence, disposable income, and population growth. The profitability of individual companies depends on efficient operation and effective marketing. Large companies enjoy economies of scale in manufacturing, marketing, and distribution. Small companies can compete by offering new technologies or better consumer service, or by focusing on regional market. The US industry is highly concentrated the top 50 companies account for about 85% of industry revenue. The top 15 US mattress brands accounted for about 95% of all bedding shipment in 2015, according to Furniture Today. Because mattresses are expensive to ship relative to their value, competition from imports is limited. Import mainly from China, Mexico, and Canada, account for about 5% of the US market. India Mattress Market Outlook, 2022 gives an in-depth analysis of mattress industry in India. A mattress is large pad for supporting in the reclining body, used as a bed or as part of a bed, home and décor industry, being our important part of any nation's life style is growing at a rapid pace to meet the demands and tastes of variety of people. Mattress, which plays an important role in consumer's lives worldwide, just used to get ignored in India. However, people are now getting informed and educated which has increased the importance of mattresses among Indian consumers. The growth in mattress market is largely led by the domestic factors such as increased income level and also due to infrastructural development in terms of increased number of residential units and inflating number of hotels in the country. The organized mattress market encompasses of three types of mattresses namely coir, PU foam and spring mattress. Indian consumers usually prefer a coir mattress or a foam mattress but the demand is now changing towards spring mattress globally, majority of sales in spring mattress segment while in India the spring mattress category is at a nascent stage. According to Indian mattress market outlook, 2022 market share of organized players is expected to drop drastically in coming years. The Indian mattress market, which is tightly in the grip of the unorganized sector led by the street side shop and the local ginner, is past shifting towards branded mattresses. Organized sector is growing with rising demand of good quality mattresses among Indian consumers. Nowadays, consumers have even started buying from international brands because of their high quality and contemporary products. In India, organized players sell mattresses through two mediums, one is offline and the other is online. Offline mattress market consists of retail sales of mattresses from dealers/ distributors or own franchised stores. There's an aggressive new entrant to India's mattress industry, 90% of which is in the

unorganized sector. The Dubai Furniture Manufacturing Company, which opened its first showroom in India in Bangalore last month, will operate in the premium range. The UAE market leader mattresses and sleep accessories sells premium brands such as Serta and King coil of US Making the connect between quality mattress and good health, specifically once back, he says the spring market segment in India is small and marked by indifferent quality; "the spring makes noise or gives way after a while, leaving consumers thinking all spring mattress are of poor quality and rejecting them". But there are quality manufacturers in the coir mattress segment in India. The company is setting up a distribution network in India for the Serta mattresses; it already has franchisees in Delhi, Mumbai, Pune, Ahmadabad, and Hyderabad. At its first showroom Bangalore, the endeavour is to give the customer not only a "shopping experience but a complete sleep solution". Both have their advantage and disadvantage are, once again linked to quality most crucially coir has to be treated well, if not it will read bugs and insects. Similarly, spring mattresses make noise when not made well.

1.3 NEED FOR STUDY

Work stress is such an aspect which is considered as a monster and it has captured many employees in its grips. That is why the topic is gaining importance day by day and more and more firms are taking it seriously. A small extend of stress is allowable in any organization. Stress due to work is a negative energy in the organization and it is contradiction with what organizational objectives say so it acts opposite to the goals of an organization by affecting the performance of employees, being the most important resource of any firm. Work stress had to be rightly identified at the right time and measures should be taken to control the stress among the employees. Because of the above cited importance of work stress, it is worthwhile conducting a study on the work stress among the employees.

1.4 SCOPE OF THE STUDY

The topic selected "Stress Management" and conducted the study at Manufacturing industries. is to evaluate whether the proper recreational activities will influence the morale and loyalty of employess towards the organization. And whether these activities area help to reduce absenteeism and employ turnover and help to create a better organization image, Moreover. How the proper stress management techniques helps to increase productivity and also to attain the organizational objectives.

1.5 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES

To study about the work stress of employees in manufacturing industries.

SECONDARY OBJECTIVE

To identify factors causing stress among employees.

To study about the effect of stress on employees in manufacturing industries.

To identify the method to overcome the impact on stress among employee.

To investigate importance's of stress management in manufacturing industries.

1.6 LIMITATIONS OF THE STUDY

The following are the limitations of the study.

Lack of time period allowed for this study.

The employees were busy at their work and hard only a little time available for interviews and conversations.

Chances of errors due to bias response from the respondents.

The employer farness to express their opinion.

INTRODUCTION ABOUT REVIEW OF LITERATURE

A literature review or narrative review is a type of review article. A literature review is a scholarly paper that presents the current knowledge including substantive findings as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources and do not report new or original experimental work. Most often associated with academic-oriented literature, such reviews are found in academic journals and are not to be confused with book reviews, which may also appear in the same publication. Literature reviews are a basis for research in nearly every academic field. A narrow-scope literature review may be included as part of a peer-reviewed journal article presenting new research, serving to situate the current study within the body of the relevant literature and to provide context for the reader. In such a case, the review usually precedes the methodology and results sections of the work.

Producing a literature review may also be part of graduate and post-graduate student work, including in the preparation of a thesis, dissertation, or a journal article. Literature reviews are also common in a research proposal or prospectus (the document that is approved before a student formally begins a dissertation or this is

2.1 REVIEW OF LITERATURE

2.2 WORK OVERLOAD STRESS

Yan, H. & Xie, S. (2016) Work stress define as a series of physiological, psychological and behavioural responses due to the continuing effects of one or more stressors on individuals in an organization

Latif, et al. (2016) highlighted that muscle tension, increased heart rates associated with high blood pressure, are all due to the stress leading to gastrointestinal, cardiovascular, respiratory, musculoskeletal, skin, immune, and psychological disorders.

Y Tatheer (2013) Majority of the bankers of Pakistan claim that they are highly stressed because their jobs that not only affect their performance in banks but also equally affect their health and personal life. They also declare that the organization politics and bureaucracy are the main reasons of stress in their banks.

Viljoen and Rothmann, have investigated the relationship between

—occupational stress, ill health and organizational commitment (2009). They found that organizational stressors contributed significantly to ill health and low organizational commitment. Stress about job security contributed to both physical and psychological ill health. Low individual commitment to the organization was predicted by five stressors, such as Work-life balance, Overload, Control, Job aspects and Pay.

Srivastav AK (2010) The article focusses on the nature of role that causes stress. It says role performance encountered the problems of stress so they should be tried to reduce or eliminated. The nature of role stress was found to be whole. Hence, specific problem related solution or interventions should be adapted heterogeneous which cannot be dealt with one uniform solution or intervention as for better organization performance and effectiveness.

Kodavatiganti K & Bukusu V (2011) The aim of the article is to have a clear understanding of the phenomenon that causes stress among the academicians. According to the article women educators face comparatively higher level of stress than men counterparts. The stress amongst the academicians are caused because of lengthy working hours, inadequate resources and long working hours, class rooms that are over filled.

2.1.2 MOTIVATION

Dr. P.Kannan & Suma.U (2015) in order to manage stress, the organization has to encourage employee development and embark on training interventions for employees. Training specifically related to policies and policy implementation is a key priority. Stress in banking sector is mostly due to excess of work pressure and work life imbalance the organization should support and encourage taking up roles that help them to balance work and family.

Charu. M (2013) He in his study started that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely pay structure, steady role demands, supervisory support, congenial job environment capability fit of the job, role autonomy and stress that directly affect the quality of work life. The main reason of stress amongst the associates of IT industries is the rapid change in technology.

P.S. Swaminathan & Rajkumar S. in their work on —Stress levels in Organizations and their Impact on Employees' Behaviour **(2013)**. They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self distance 3) Role stagnation.

Pratibha G (2010) The impact of distress level on the quality of life is level in the banks can only be reduced by various stress management programmes or intervention that would also improve the quality of work life. Organisations, where the workers are said to be stressed are more likely to be successful in the competitive market.

Singh A.P. & Singh. S (2009) His study emphasizes on the phenomenon of job satisfaction in the organization. According to him, job satisfaction is directly related to stress and work culture that an organization provides. He identified three sectors in the stress originate and classified stress into two main type that is eustress distress. Further he pointed the importance of positive stress and positive events for better performance and satisfaction of employees.

2.1.3 EMOTIONAL INTELLIGENCE

Satija S. & Khan W. in their research work titled —Emotional Intelligence as Predictor of Occupational Stress among Working Professionals **(2013)**. According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively affect on employee's work attitudes & behavior. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress.

Kavitha in her research titled —Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatore **(2012)**, she has focuses on the organizational role stress for the employees in the IT sector. She found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women.

Weiss. M (1983) The Author investigated the source of Job Stress that is linked to the job dissatisfaction, job related tension and anxiety and reduced productivity and effectiveness. He tried to reduce source of stress so that he can prevent the deleterious health consequences. Through his study he determined the potential of social support that alleviate the deleterious consequences of stress.

2.1.4 EXPERIENCE

Sinha V. & Subramanian K.S (2012) The study highlights that various levels of organization experience different kind of organizational role stress. It also states that stress is influenced by various factors like shortage of resources, inadequacy within a person, overload with a role, stagnation of a role and isolation and expectation of a role.

Sharma S Sharma J & Devi A (2012) The level of stress within a role varies because of individual difference in mindset, age, gender, and their performance in job. However various factors that influence stress are age where the younger employees are more stressed as compared to other employees, level of qualification, pay, authorities of control, awards, word of praise, improved designation and working couples. The study recommended a reinforcement approach that should be positive in nature so as to reduce the degree of stress at the work place.

Gladies J.J & Kennedy V (2011) The author revealed a significant correlation between organizational climate and job stress among the women working in IT Companies of India. According to him, learning how to manage stress is a very crucial issue that should be developed in IT companies so that they can reduce or eliminate the causes of stress and poor working environment

Khalid A. in his research titled —Role of Supportive Leadership as a Moderator between Job Stress and Job Performance (2012), have found that, there is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Therefore, a supportive leader can improve the performance of an employee even at unfavorable situations.

2.1.5 DEPRESSION

Amir Shani and Abraham Pizam (2009) —Work-Related Depression among Hotel Employeesll have conducted a study on the depression of work among hotel employees in Central Florida. They have found that, incidence of depression among workers in the hospitality industry by evaluating the relationship between the occupational stress and work characteristics.

J.E. Agolla in his research titled —Police Officers: The Case of Botswana Police Service, (2009). He has conducted a study in Botswana, among the police to find out work stress symptoms and coping strategies among the police service. This study reveals that the police work stressors are; getting injured while on duty and the use of force when the job demands to do so, etc. The coping strategies were identified as exercising, socializing, healthy eating or diets, career planning and employee training.

□ Connolly, John F and Willock, Joyce and Hipwell, Michele and

Urska Treven, Sonja Treven & Simona Sarotar Zizek in their research titled —Effective approaches to managing stress of employees (2011), have found that, where the workers are said to be stressed are more likely to be unsuccessful in their work. Various approaches of managing stress, good work organization and good management are the effective ways of preventing stress. They categorized stress broadly into three types; such as

- i) Transient Stress ii) Post Traumatic Stress Disorders (PTSD) and iii) Chronic Stress.

2.1.6 OCCUPATIONAL STRESS

Michailidis M. & Georgiou Y (2005) The author focusses on the degree of occupational stress that is influenced by the factors like level of education, various patterns of their relaxation and any other habits like drinking or smoking. The implications say that consuming alcoholic drinks is the main factor that determines the degree of occupational stress in an individual.

Schmidt, Denise Rodrigues Costa; and et al, in their work on

—Occupational stress among nursing staff in surgical settings. They aimed at evaluating the presence of occupational stress among nursing professionals working in surgical settings and investigating the relations between occupational stress and work characteristics.

Li-fang Zhang have conducted a study on titled —Occupational stress and teaching approaches among Chinese academics (2009). Researcher suggested that, controlling the self-rating abilities of the participants, the Favorable conceptual changes in teaching approach and their role insufficiency predicated that the conceptual change in teaching strategy is negative.

Rosana J.H.A, Blevins R.C, Gaohu, Tengb W.Y & White. J (2011) It reveals the levels of stress that differ by occupational position, and not by age and gender. The analysis shows that female had higher stress rates than males. The main problems faced by students due to stress are sleeping, depression and irritability.

Chisholm, Vivienne in their research titled —Occupational Stress & Psychological Well Being following University Relocation (2009) they describe and analyze that management standards for work related stress (demand, support, control, role, relationships and change) can be analyzed by examining 1) overall levels of psychological strain 2) job satisfaction, and 3) the psychosocial working conditions.

Kayoko Urakawa and Kazuhito Yokoyam in their work on —Sense of Coherence (SOC) may Reduce the Effects of Occupational Stress on Mental Health Status among Japanese Factory Workers (2009) has found the result i.e., adverse effects on mental health due to the job demand and job stress was positively associated with SOC, the mental health status of males in managerial work was adversely negative, where as it was positive among the female co-workers. Finally, they found that, SOC is an important factor determining the coping ability over the job stress for both the genders.

3. RESEARCH METHEDOLOGY

3.1 RESEARCH DESIGN

Research design is the preparation of the design of the research. The approach adopted in this research is descriptive research or also known as survey research.

3.2 SAMPLING TECHNIQUE

The sampling technique adopted was Simple Random Sampling.

3.3 SOURCE OF DATA

The data were collected from both primary and secondary sources.

□ Primary source of data

The data which is collected for the first time is primary data. Questionnaire method is used for collecting the primary data.

□ Secondary source of data

Secondary data are the data which already exists. The secondary data were also collected from published records, Journals and Websites for this study.

3.4 STRUCTURE OF QUESTIONNAIRE

A comprehensive questionnaire covering all aspects of the organizational function was drawn and used in this study. The questionnaire comprised multiple choices and closed ended questions.

3.5 SAMPLE SIZE

A sample size of 120 employees has been taken in this study.

3.6 PERIOD OF STUDY

The study was conducted for a period of 3 months.

3.7ANALYTICAL TOOLS

After the data has been collected, analysis is made from questionnaire and tabulation method is followed. Tabulation is a technique procedure where in data is classified and put in the form of tables. The tables thus obtained were analyzed with statistical tools like percentages and pie diagram so that interpretation would be precise and easy.

Simple percentage analysis

ANOVA method

T – Test

3.7 STATEMENT OF PROBLEM

Any research requires a proper understanding of the problem. A well-defined problem is “half well done”. Statement of problem is the section where the reason for taking up a particular topic for research is justified. Many creative efforts fail because is either unclear or it is focused in the wrong place. If people have different opinions of what the problem really is, they will constantly diverge and never be able to find clourse on a suitable solution.

4. DATA ANALYSIS AND INTERPRETATION

4.1 Percentage Analysis

TABLE 4.1: TABLE SHOWING THE AGE GROUP OF RESPONDENTS

Age Group	No. of respondents	Percentage
Below 30	23	19
30-40	27	22
40-50	25	20
50-60	45	39
Above 60	-	-
Total	120	100

Source: Primary data

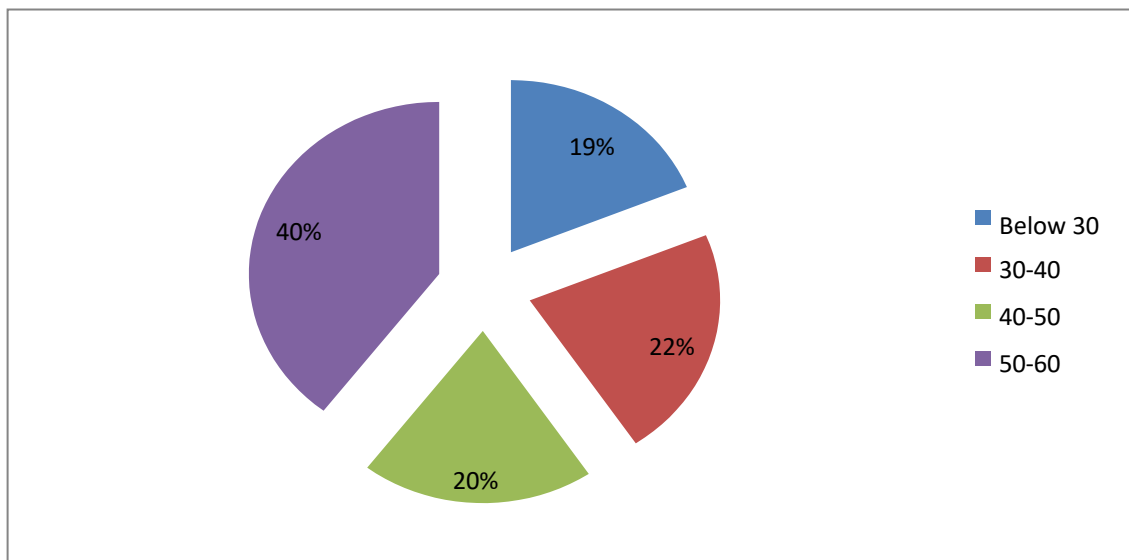


CHART 4.1: CHART SHOWING THE AGE GROUP OF RESPONDENTS

Interpretation

From the above table it is interpreted that, 19% employees are below the age of 30, 22% of employees are between the ages of 30-40, 20% of employees are between the ages of 40-50, 40% of the employees are between the ages of 50-60.

Inference

Majority (40%) of employees fall under the age group of 50-60.

TABLE 4.2: TABLE SHOWING GENDER DISTRIBUTION OF RESPONDENTS

Category	No. of Respondents	Percentage
Male	80	66
Female	40	34
Not to mention	-	-
Total	120	100

Source: Primary data

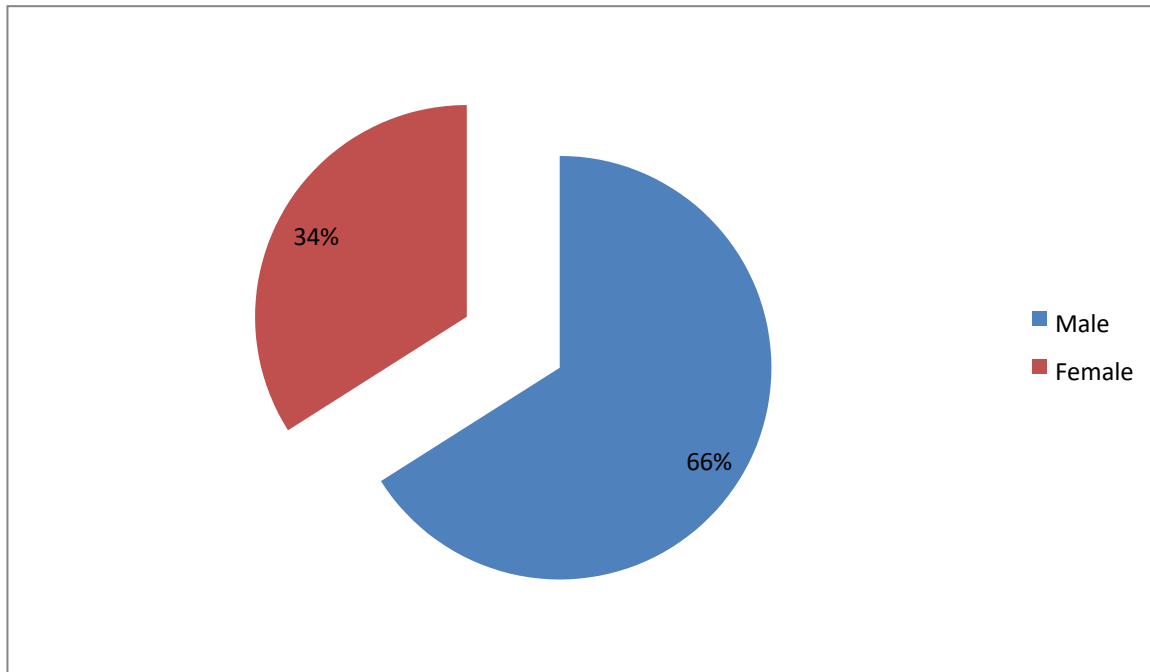


CHART 4.2: CHART SHOWING GENDER DISTRIBUTION OF RESPONDENTS

Interpretation

From the above table it is interpreted that, 66% of employees are male and 34% of employees are females.

Inference

Majority (66%) of the employees are male.

TABLE 4.3: TABLE SHOWING THE NATURE OF JOB

Nature	No. of Respondent	Percentage
Part-time	42	35
Full-time	78	65
Contract	-	-
Total	120	100

Source: Primary data

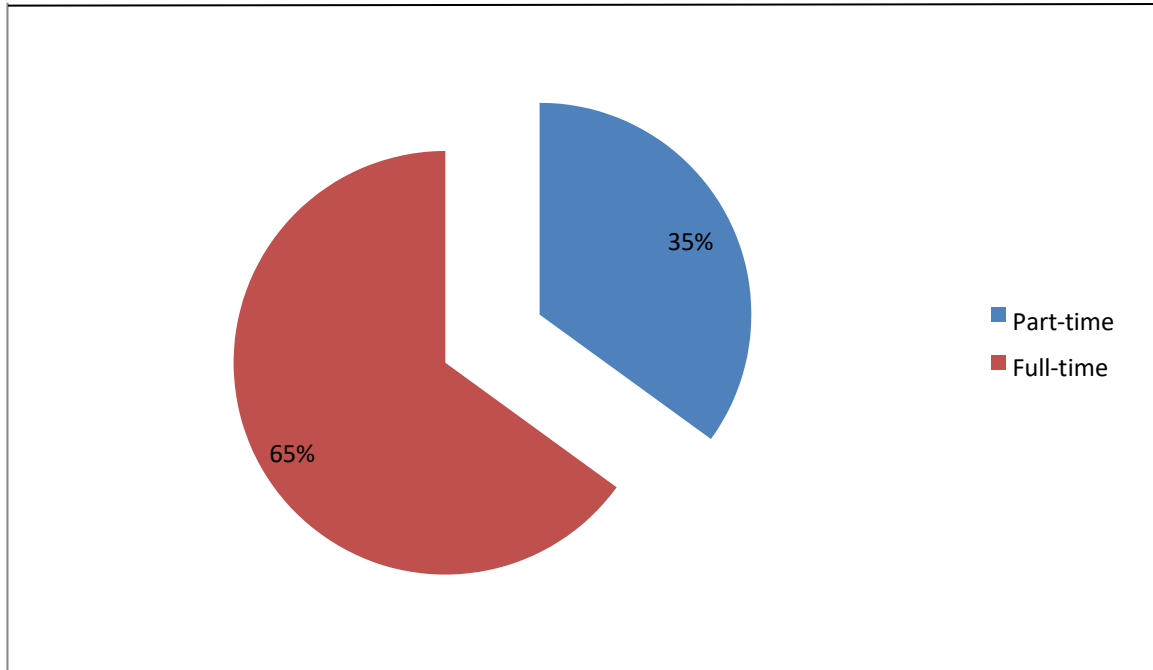


CHART 4.3: CHART SHOWING THE NATURE OF JOB

Interpretation

From the above table it is interpreted that, 35% of the employees are part-time and 65% of the employees are Full-time.

Inference

Majority (65%) of the employees are Full-time.

TABLE 4.4: TABLE SHOWING THE RESPONDENTS WORKING PERIOD WITH THE ORGANIZATION

Years	No. of Respondents	Percentage
Between 1-5 year	26	21%
Between 5-10 year	19	16%
More than 10 year	75	63%
Total	120	100%

Source: Primary data

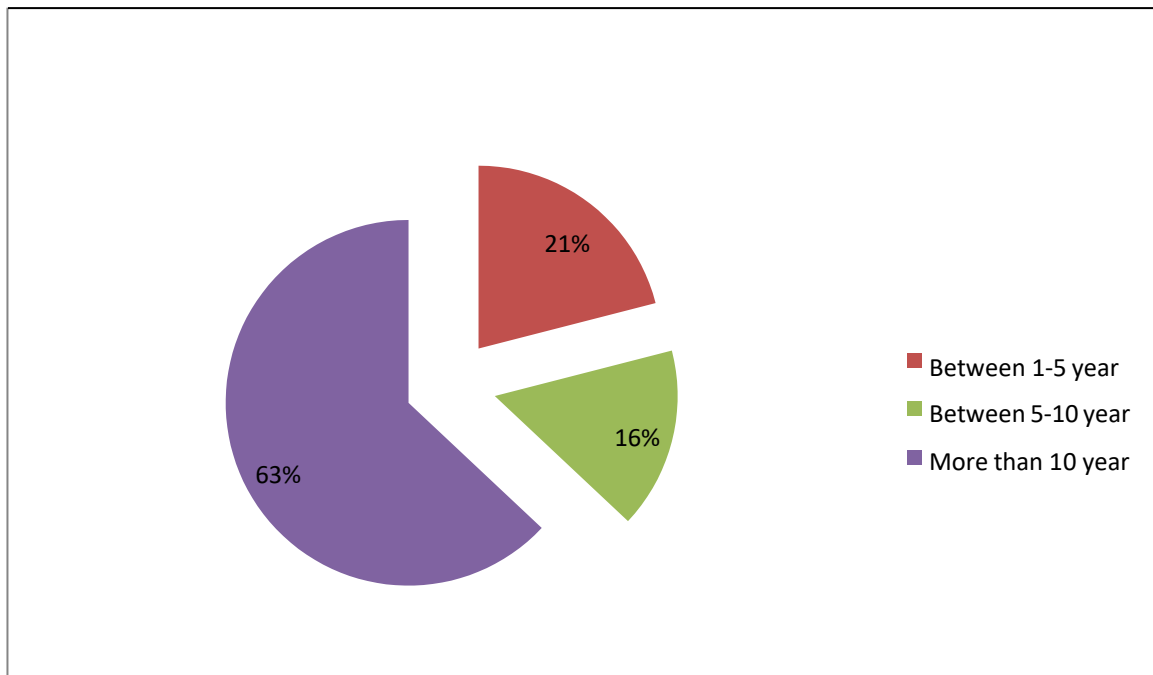


CHART 4.4: CHART SHOWING THE WORKING PERIOD OF THE RESPONDENTS

Interpretation

From the above table it is interpreted that, 21% of employees have been working between 1-5 years, 16% of employees working between 5-10 years and 63% of the employees working more than 10 years.

Inference

Majority (63%) of the employees are working more than 10 years.

TABLE 4.5: TABLE INDICATING THE LEVEL OF STRESS CREATED THROUGH JOB ACTIVITIES

Opinion	No. of Respondents	Percentage
Yes	70	58
No	50	42
Total	120	100

Source: Primary data

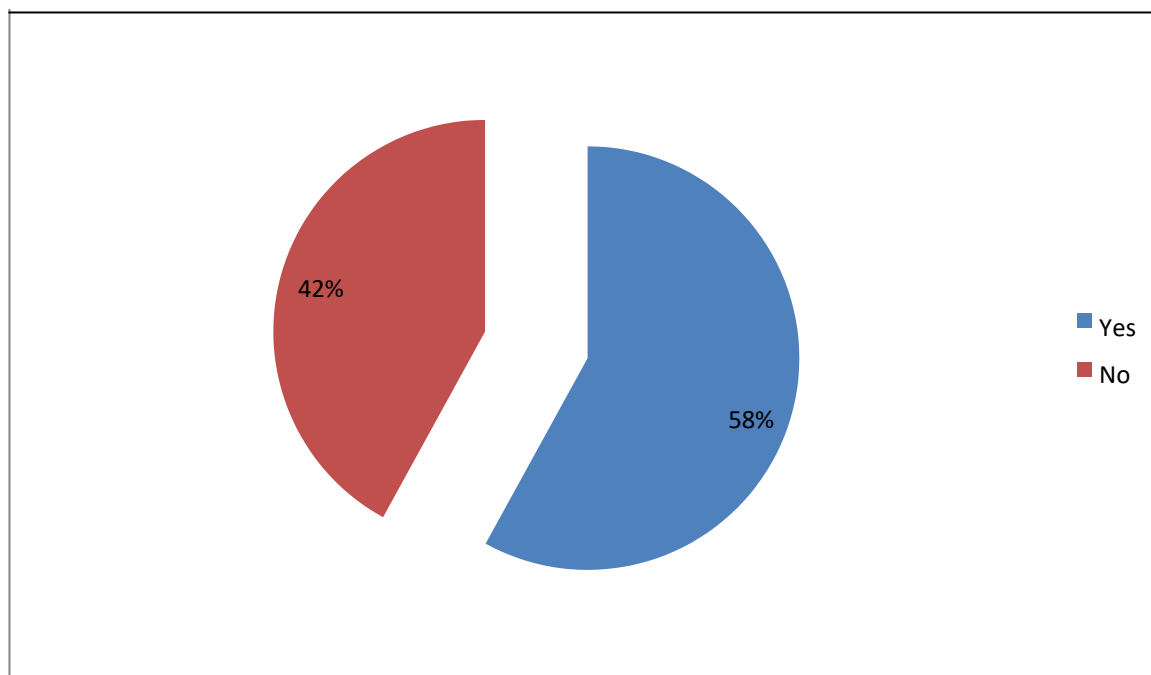


CHART 4.5: CHART SHOWING THE LEVEL OF STRESS CREATED THROUGH JOB ACTIVITIES

Interpretation

From the above table it is interpreted that, 58% of employees have stress at job and rest 42% says that no job stress.

Inference

Majority (58%) of employees have stress at job.

TABLE 4.6: TABLE SHOWING NORMAL WORK ROUTINE

Hours	No. of Respondents	Percentage
1-6 hours	-	-
6-8 hours	120	100
8-10 hours	-	-
Total	120	100

Source: Primary data

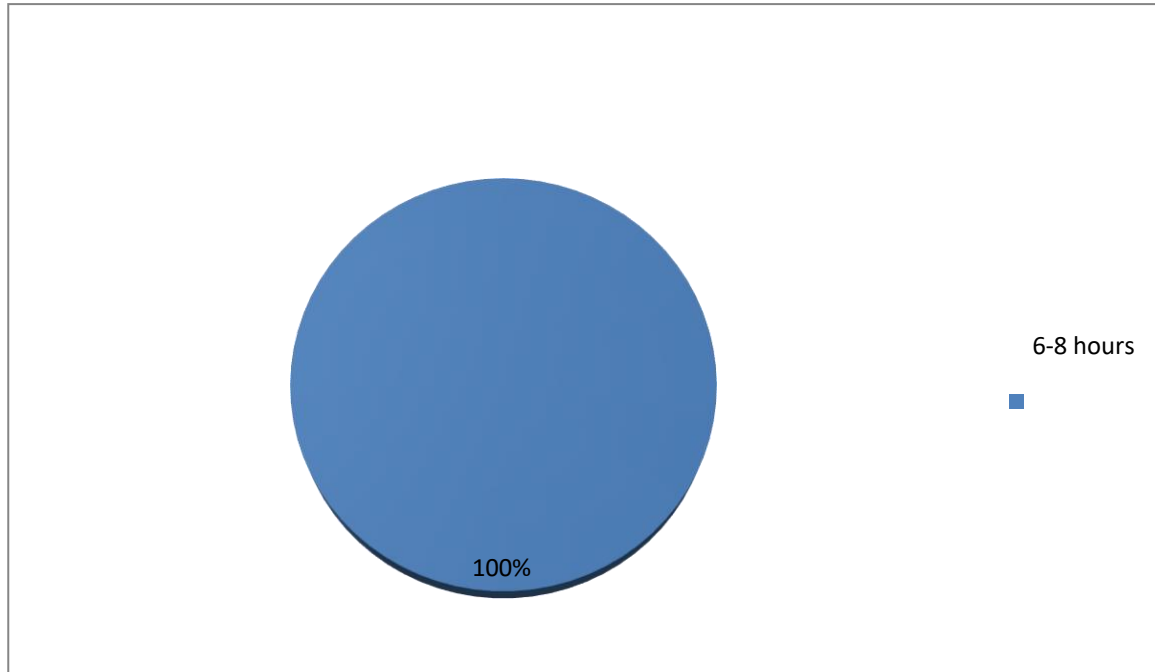


CHART 4.6: CHART SHOWING NORMAL WORK ROUTINE

Interpretation

From the above table it is interpreted that, all the employees have 8 hours of working.

Inference

All the employees have 8 hours of working.

TABLE 4.7: TABLE INDICATING THE LEVEL OF ACHIEVING TARGETS

Opinion	No. of Respondents	Percentage
Sometimes	24	20
Very often	-	-
Often	77	64
Rarely	19	16
Never	-	-
Total	120	100

Source: Primary data

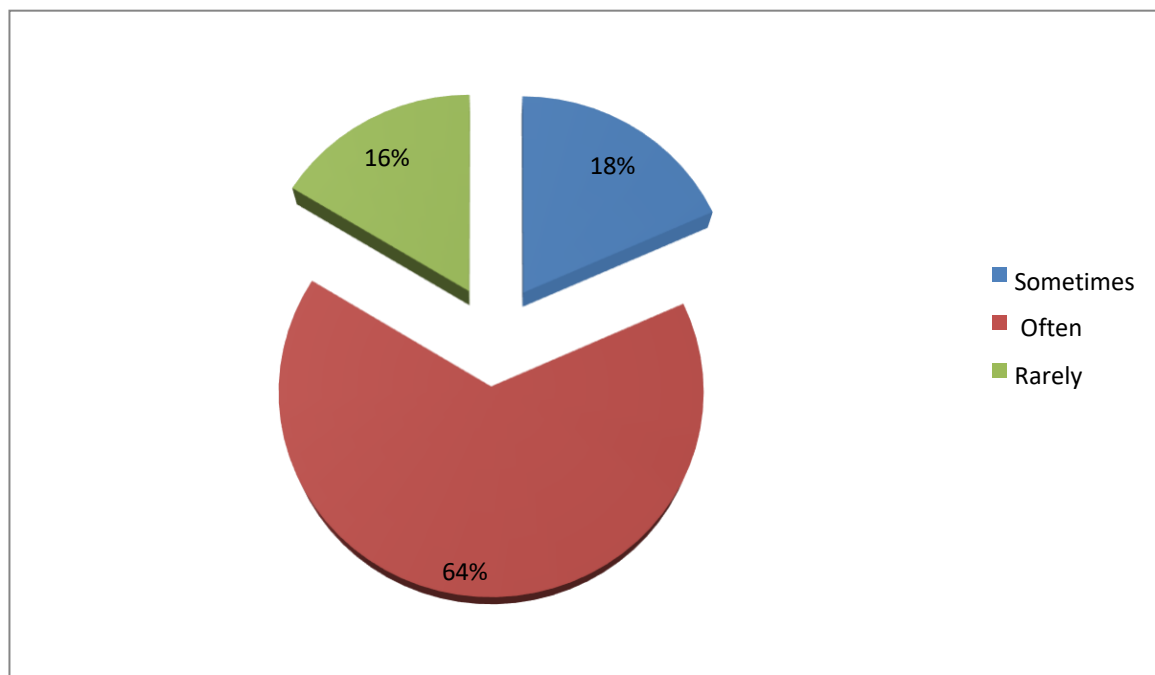


CHART 4.7: CHART INDICATING THE LEVEL OF ACHIEVING TARGETS

Interpretation

From the above table it is interpreted that 64% of the employees are able to achieve the target Often, 18% sometimes and 16% rarely.

Inference

Majority (64%) of the employees are able to achieve the targets Often.

TABLE 4.8: TABLE INDICATING THE LEVEL OF STANDARD SET BY THE TOP MANAGEMENT

Opinion	No. of Respondents	Percentage
Achievable	33	28
Easily achievable	65	54
Not able to achievable	-	-
May be achieve	17	14
Difficult to achieve	5	4
Total	120	100

Source: Primary data

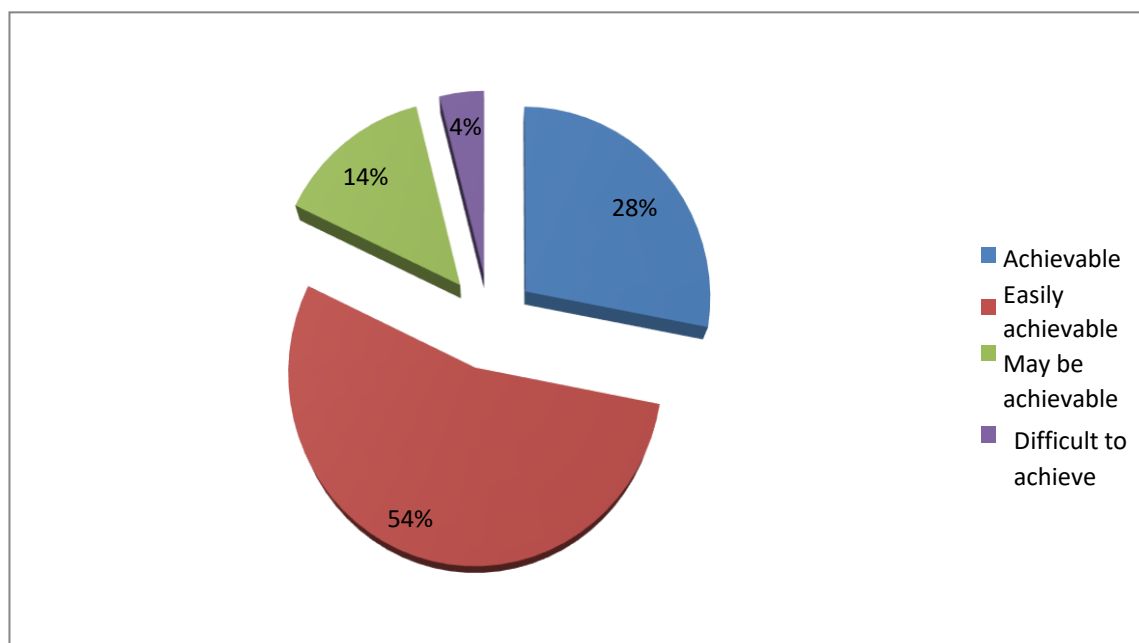


CHART 4.8: CHART SHOWING THE LEVEL OF STANDARD SET BY TOP MANAGEMENT

Interpretation

From the above table it is interpreted that, 28% of employees agree that top management set standards achievable, 54% of employees agrees Easily achievable, 14% May be achievable and only 4% targets that are Difficult to achieve sets.

Inference

Majority (54%) of employees agrees that top management sets standards.

TABLE 4.9: TABLE INDICATING THE LEVEL OF ACHIEVING THESE STANDARDS.

Opinion	No. of Respondents	Percentage
Achievable	35	29
Easily achievable	65	54
Not achievable	-	-
May be achieve	20	17
Difficult to achieve	-	-
Total	120	100

Source: Primary data

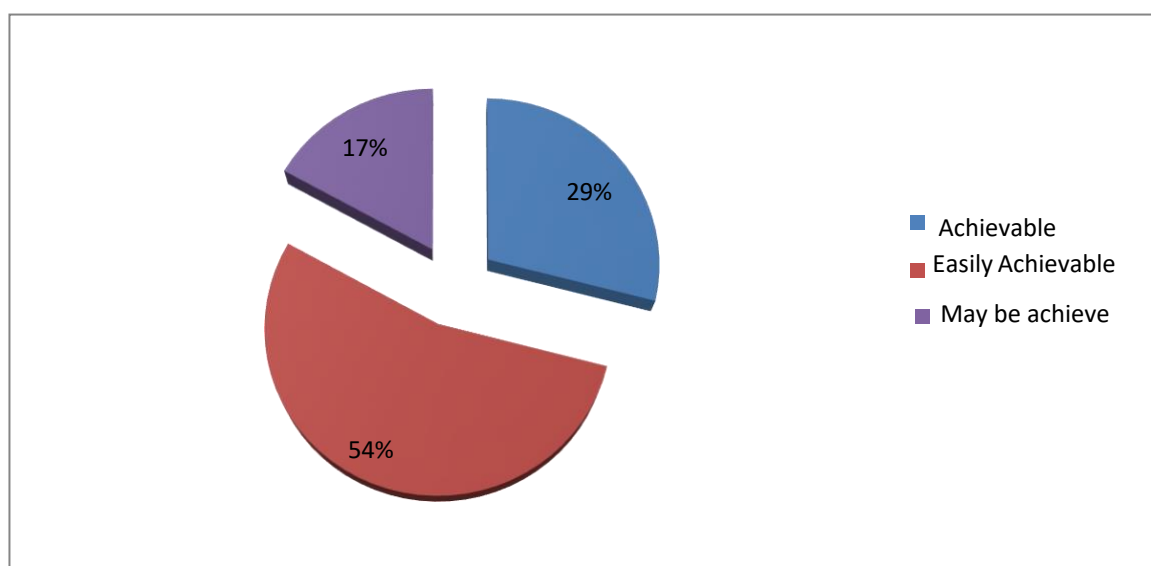


CHART 4.9: CHART SHOWING THE LEVEL OF ACHIEVING THESE STANDARDS

Interpretation

From the above table it is interpreted that, 54% of employees are of the opinion of easily achievable, 29% finds it achievable and 17% finds it may be achieve the standards.

Inference

Majority (54%) of employees finds the standards are easily achievable.

TABLE 4.10: TABLE INDICATING THE STRESS LEVEL AT WORK PLACE.

Opinion	No. of Respondents	Percentage
Very stressed	19	16
Stressed	53	44
Not very stressed	29	24
Not at all stressed	19	16
May be stressed	-	-
Total	120	100

Source: Primary data

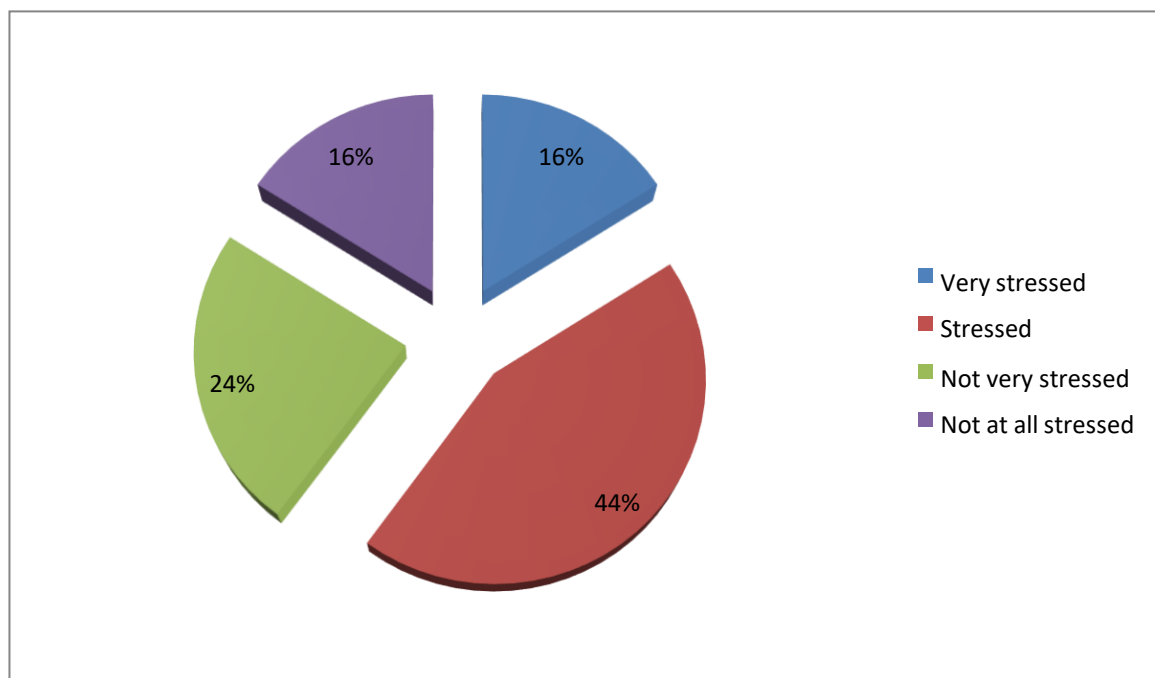


CHART 4.10: CHART INDICATING THE STRESS LEVEL AT WORK PLACE.

Interpretation

The above table and diagram shows that 16% of employees are Very stressed, 44% of employees are stressed, 24% of employees are not very stressed and 16% of employees are not at all stressed.

Inference

Majority (44%) of the employees are stressed at work place

TABLE 4.11: TABLE SHOWING THE CAUSES OF HIGH STRESS IN YOUR CURRENT JOB.

Opinion	No. of Respondents	Percentage
Office environment	10	8
Work load	80	67
Competition at work	12	10
Pressure from dept.Heads	8	7
Poor salary	10	8
Total	120	100

Source: Primary data

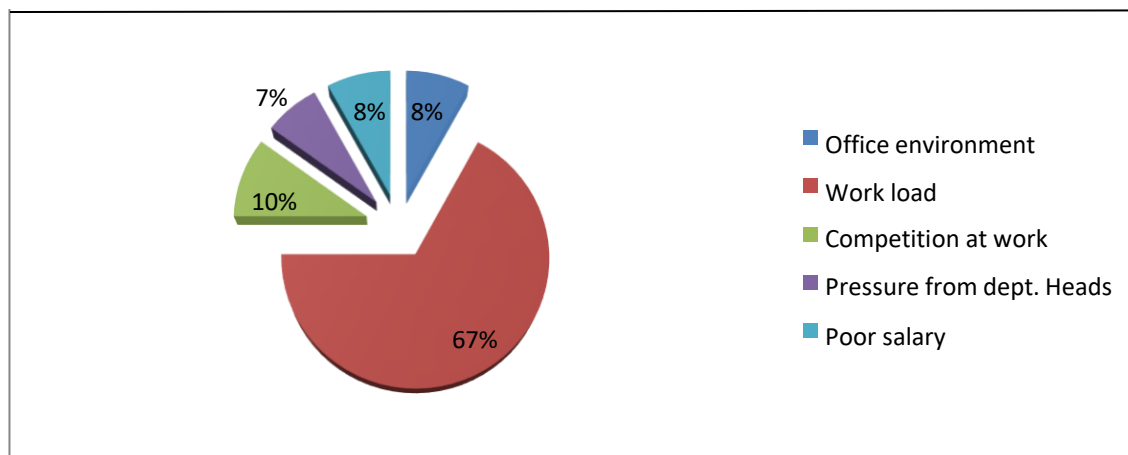


CHART 4.11: CHART INDICATING THE CAUSES OF HIGH STRESS IN YOUR CURRENT JOB.

Interpretation

The above table and diagram shows that 8% of employees face stress due to office environment, 7% of employees saw that it's because of pressure from dept. Heads, 10% of employees saw that because of competition at work, 8% of employees say that it's because of poor salary and 67% of employees says it's because of work load.

Inference

Majority (67%) of the stress is caused by work load.

TABLE 4.12: TABLE INDICATING THE LEVEL OF JOB SATISFACTION.

Opinion	No. of Respondents	Percentage
Highly satisfied	10	8
Satisfied	55	46
Neutral	45	38
Dissatisfied	10	8
Highly Dissatisfied	-	-
Total	120	100

Source: Primary data

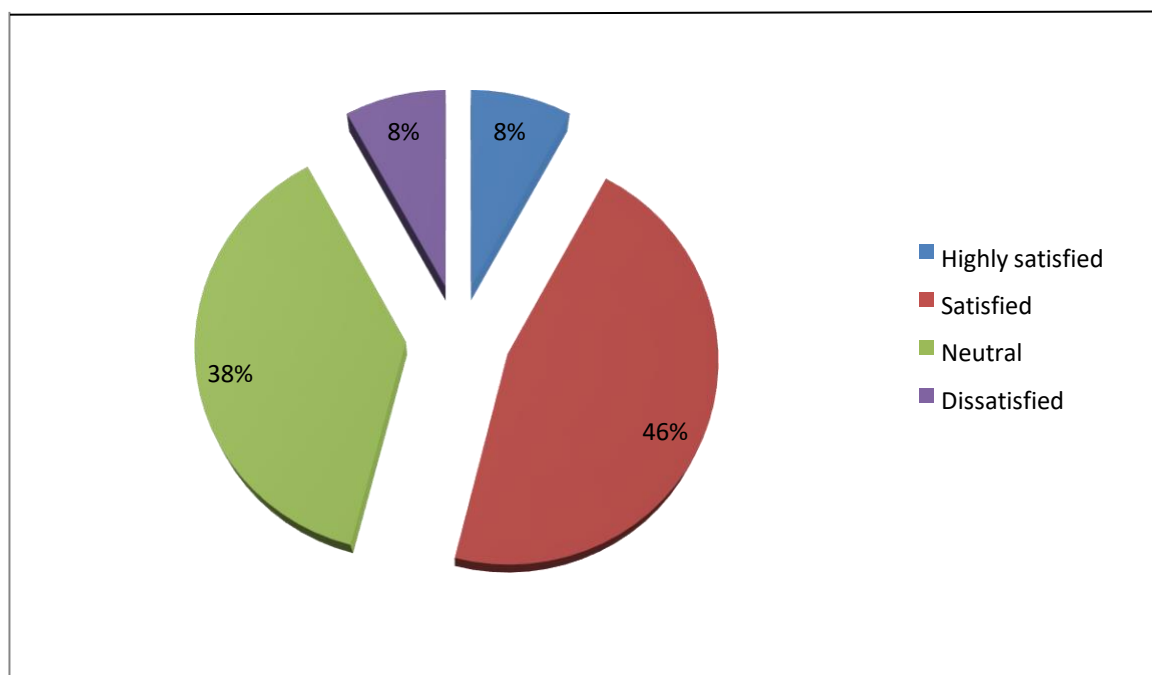


CHART 4.12: CHART INDICATING THE LEVEL OF JOB SATISFACTION.

Interpretation

The above table and diagram shows that 46% of employees are satisfied with current job, 8% are highly satisfied, 38% of employees are neutral and 8% of employees are dissatisfied.

Inference

Majority (46%) of employees are satisfied with current job.

TABLE 4.13: TABLE SHOWING HOW DO YOU FEEL ABOUT THE PRESENT ORGANIZATIONAL ENVIRONMENT.

Opinion	No. of Respondents	Percentage
Highly satisfied	20	16
Satisfied	60	50
Neutral	24	20
Dissatisfied	8	7
Highly dissatisfied	8	7
Total	120	100

Source: Primary data

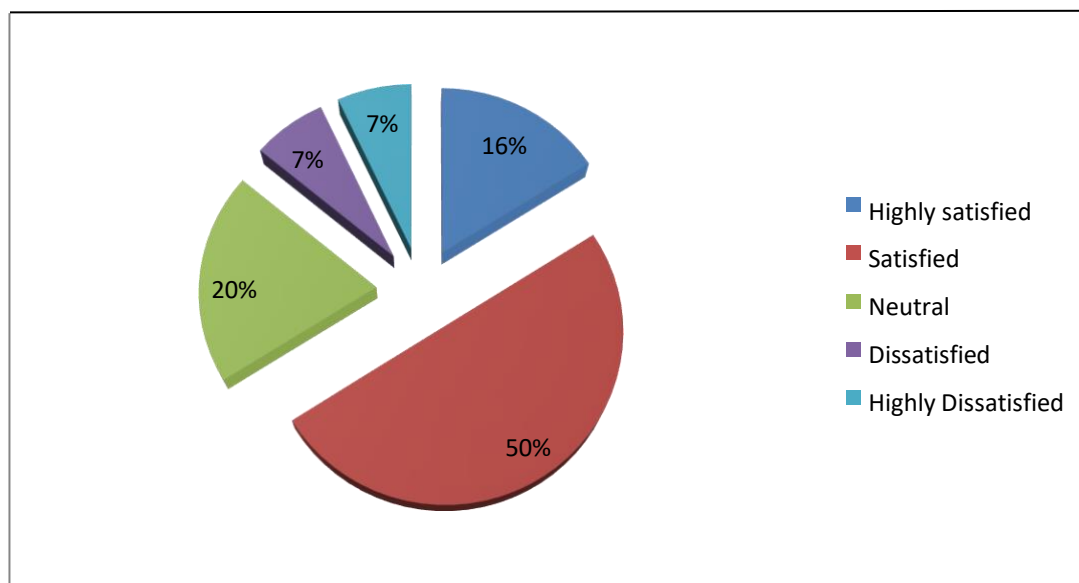


CHART 4.13: CHART SHOWING HOW DO YOU FEEL ABOUT THE PRESENT ORGANIZATIONAL ENVIRONMENT.

Interpretation

The above table and diagram show that 16% of employees are highly satisfied with present work environment, 50% employees are satisfied, 20% employees are neutral, 7% of employees are dissatisfied and 7% are highly dissatisfied.

Inference

Majority (50%) of the employees are satisfied with work environment.

TABLE 4.14: TABLE SHOWING HOW YOU FEEL ABOUT THE MONITOR AND NON-MONITOR COMPENSATION OF THE WORK IN THE COMPANY

Opinion	No. of Respondents	Percentage
Highly satisfied	77	64
Satisfied	27	23
Neutral	11	9
Dissatisfied	5	4
Highly dissatisfied	-	-
Total	120	100

Source: Primary data

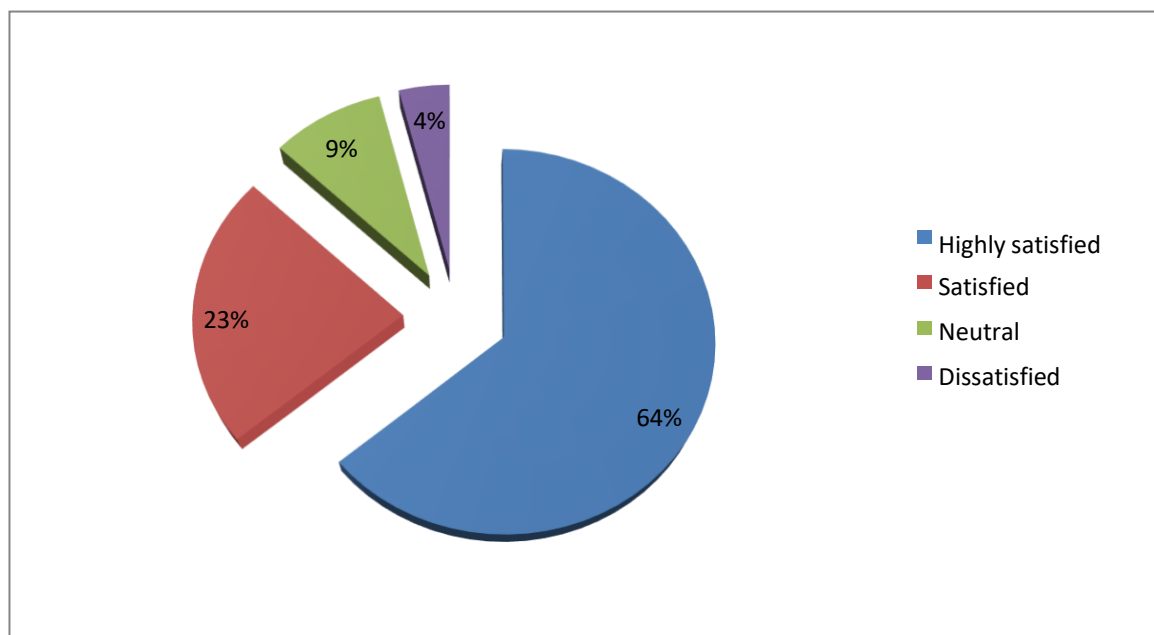


CHART 4.14: CHART SHOWING HOW YOU FEEL ABOUT THE MONITOR AND NON-MONITOR COMPENSATION OF THE WORK IN THE COMPANY.

Interpretation

From the above table it is inferred that, 23% are satisfied, 64% of employees are highly satisfied. 9% of employees are Neutral and 4% of employees are dissatisfied.

Inference

Majority (64%) of the employees are satisfied with the monitor and non-monitor compensation of the work.

TABLE 4.15: TABLE INDICATING THE LEVEL HOW YOU SATISFIED WITH THE WELFARE ACTIVITIES AND WORKING CULTURE OF THE WORKING CONDITIONS.

Opinion	No. of Respondents	Percentage
Highly satisfied	15	12
Satisfied	45	38
Neutral	37	31
Dissatisfied	23	19
Highly dissatisfied	-	-
Total	120	100

Source: Primary data

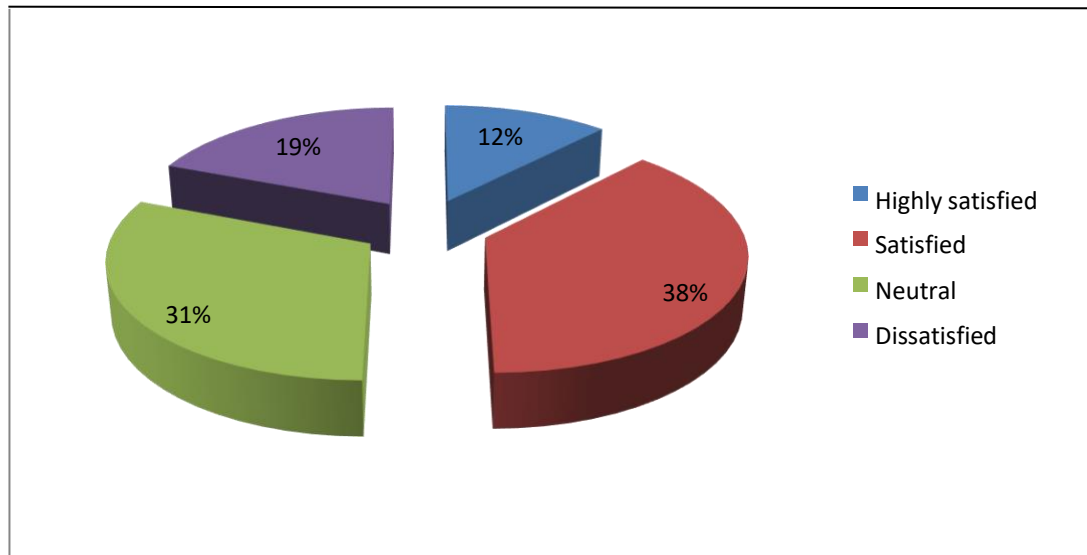


CHART 4.15: CHART INDICATING THE LEVEL HOW YOU SATISFIED WITH THE WELFARE ACTIVITIES AND WORKING CULTURE OF THE WORKING CONDITIONS

Interpretation

The above table and diagram show that 38% of employees are satisfied with the organizational climate, 31% of employees are neutral, 12% of employees feel highly satisfied and 19% of employees are dissatisfied.

Inference

Majority (38%) of employees are satisfied with the welfare activities and working culture of the working conditions.

TABLE 4.16: TABLE INDICATING FREQUENT FACING MENTAL AND PHYSICAL PROBLEMS TO THE ROUTINE WORK PROGRESS

Opinion	No. of Respondents	Percentage
Always	17	11
Sometimes	33	28
Often	70	58
Very often	-	-
Never	4	3
Total	120	100

Source: Primary data

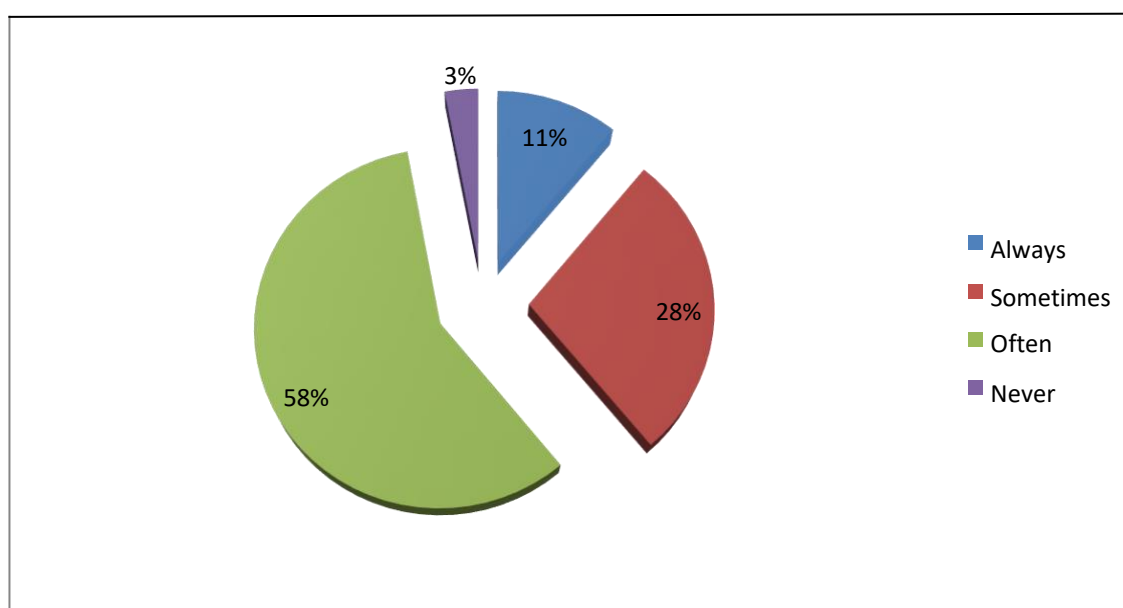


CHART 4.16: CHART INDICATING FREQUENT FACING MENTAL AND PHYSICAL PROBLEMS TO THE ROUTINE WORK PROGRESS.

Interpretation

From the above table it is interpreted that, 11% always face mental and physical problem, 28% face sometime, 58% of employees face often and 3% never face any mental or physical problems.

Inference

Majority (58%) of the employees often face mental and physical problems to the routine work progress.

TABLE 4.17: TABLE SHOWING EXISTENCE OF OVERTIME WORK.

Opinion	No. of Respondents	Percentage
Yes	-	-
No	120	100
Total	120	100

Source: Primary data

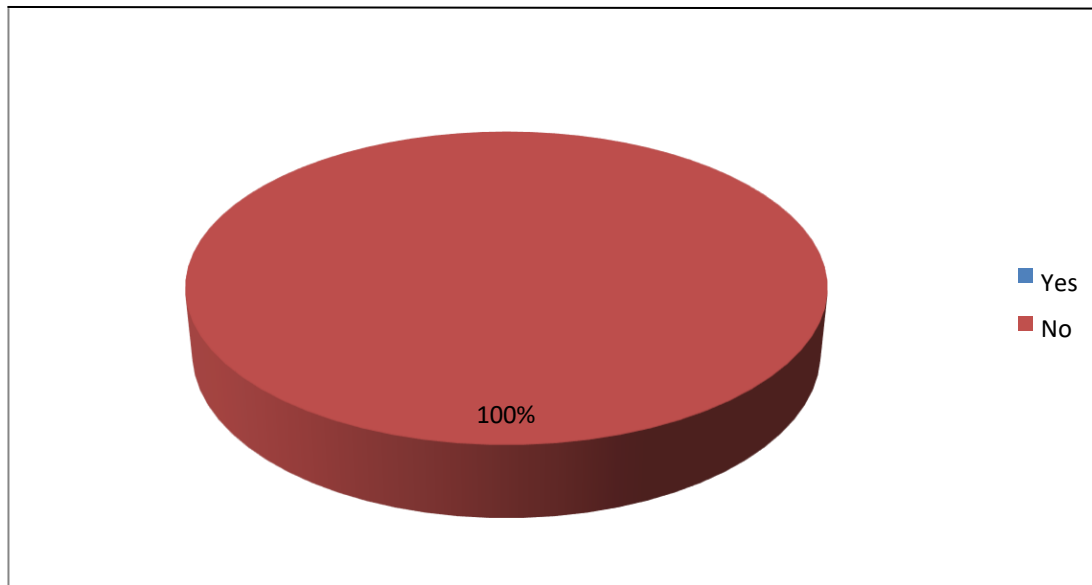


CHART 4.17: CHART SHOWING EXISTENCE OF OVERTIME WORK.

Interpretation

There is no overtime work.

Inference

No overtime work exists in the company.

TABLE 4.18: TABLE SHOWING EXISTANCE OF SHIFT ARRANGEMENT IN THE FIRM.

Opinion	No. of Respondents	Percentage
Yes	-	-
No	120	100
Total	120	100

Source: Primary data

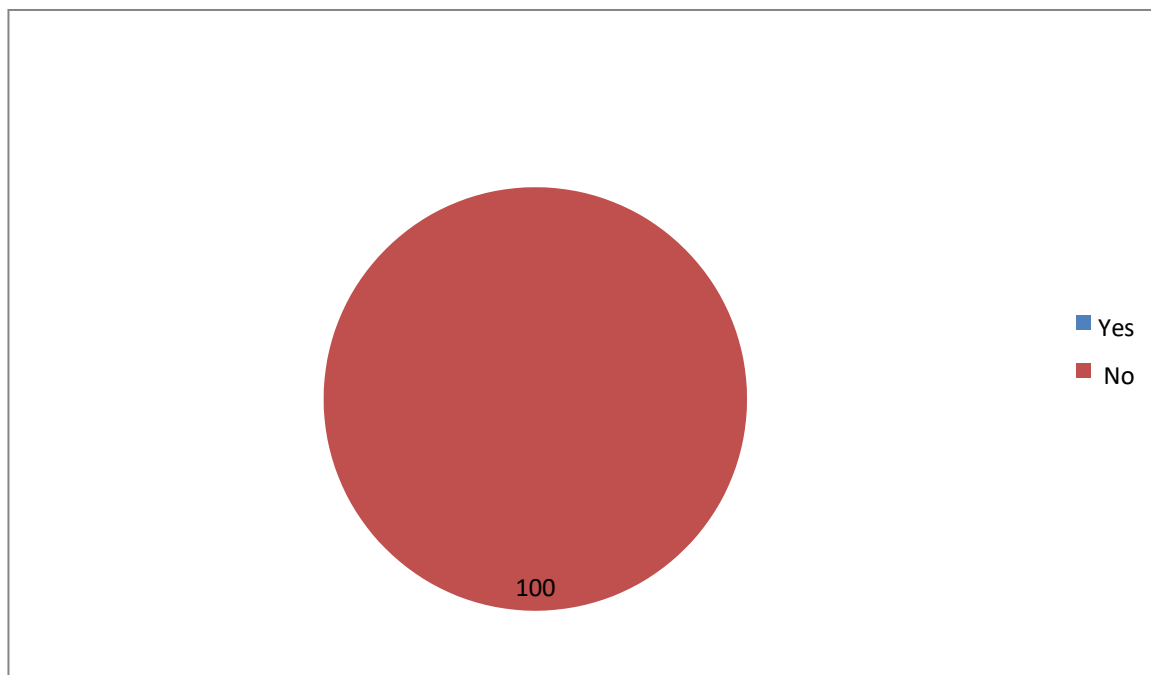


CHART 4.18: CHART SHOWING EXISTANCE OF SHIFT ARRANGEMENT IN THE FIRM.

Interpretation

There is no shift arrangement.

Inference

No shift arrangement exists in the firm.

TABLE 4.19: TABLE SHOWING THE EFFECTS OF JOB STRESS.

Opinion	No. of Respondents	Percentage
Increased absenteeism	10	8
Decreased productivity	52	44
Reduces job satisfaction	48	40
Reduced work effectiveness	10	8
Total	120	100

Source: Primary data

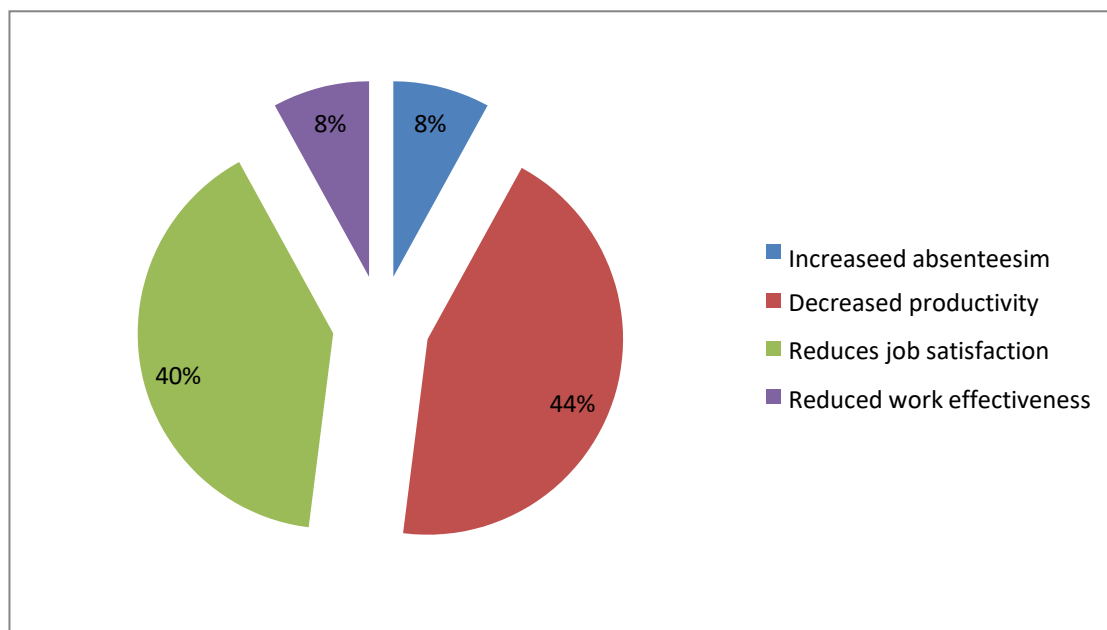


CHART 4.19: CHART SHOWING THE EFFECTS OF JOB STRESS.

Interpretation

The above table and diagram shows that, decrease in productivity and reduces job satisfaction are the major effects of job stress.

Inference

Majority (44%) of employees inferred that decrease in productivity is a major effect of job stress.

TABLE 4.20: TABLE INDICATING IMPACT OF STRESS ON EMPLOYEES PERFORMANCE MEASURED.

Opinion	No. of Respondents	Percentage
By unachieve dProduction targets	40	33
By regular appraisalmethod	80	67
Others	-	-
Total	120	100

Source: Primary data

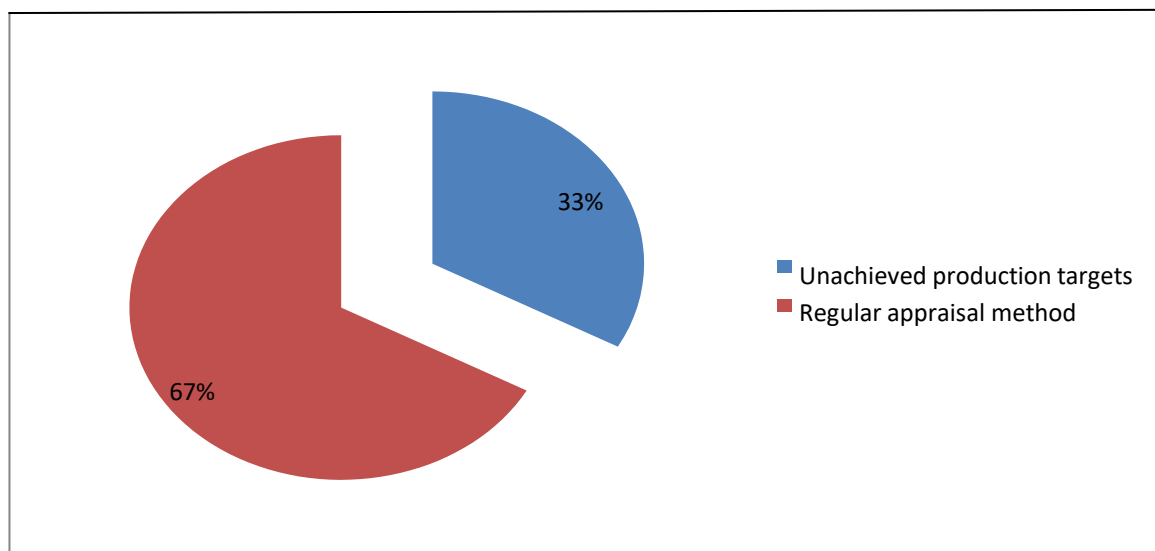


CHART 4.20: CHART INDICATING IMPACT OF STRESS ON EMPLOYEES PERFORMANCE MEASURED.

Interpretation

The above table and diagram shows that 33% employee's performance is measured by unachieved production targets, 67% employees performance is measured by regular appraisal method.

Inference

Majority (67%) employees performance is measured by regular appraisal method.

TABLE 4.21: TABLE SHOWING THE LEVEL COMPANY PROVIDING RECREATIONAL FACILITIES TO REDUCE WORK STRESS.

Opinion	No. of Respondents	Percentage
Always	29	24
Sometimes	53	44
Never	9	8
Often	-	-
Rarely	29	24
Total	120	100

Source: Primary data

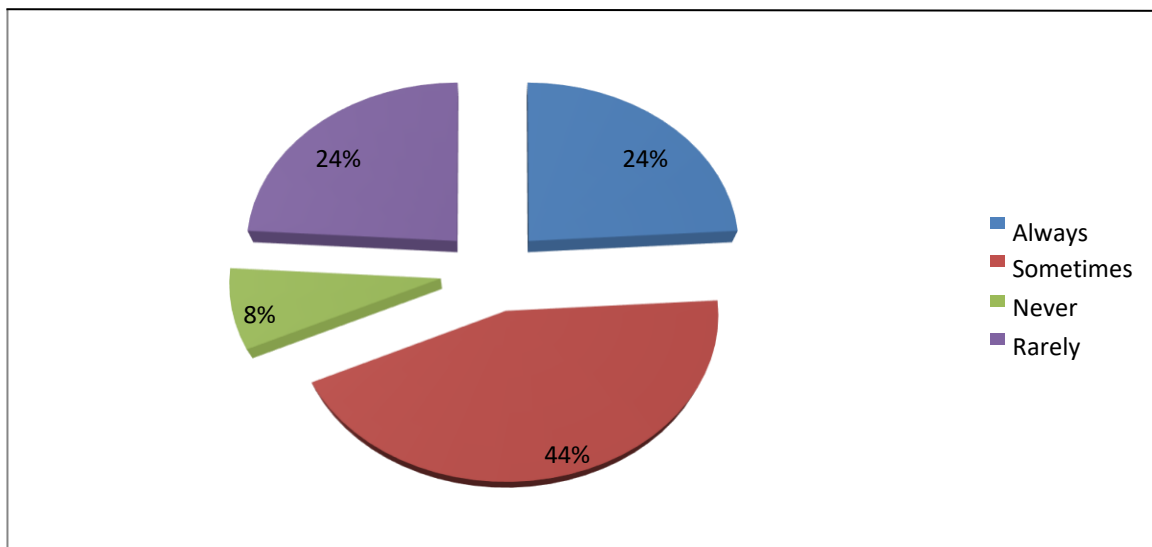


CHART 4.21: CHART INDICATING THE LEVEL COMPANY PROVIDING RECREATIONAL FACILITIES TO REDUCE WORK STRESS.

Interpretation

The above table and diagram shows 24% of employees are of the opinion that company provides recreational facilities always, 44% of employees say sometimes, 8% of employees say never and 24% of employees say rarely.

Inference

Majority (44%) of employees are of the opinion that company sometimes provide recreational facilities.

TABLE 4.22: TABLE INDICATING COMPANY HANDLING GRIEVANCE PROCEDURES TO SOLVE THE PROBLEMS.

Opinion	No. of Respondents	Percentage
Yes	102	85
No	18	15
Total	120	100

Source: Primary data

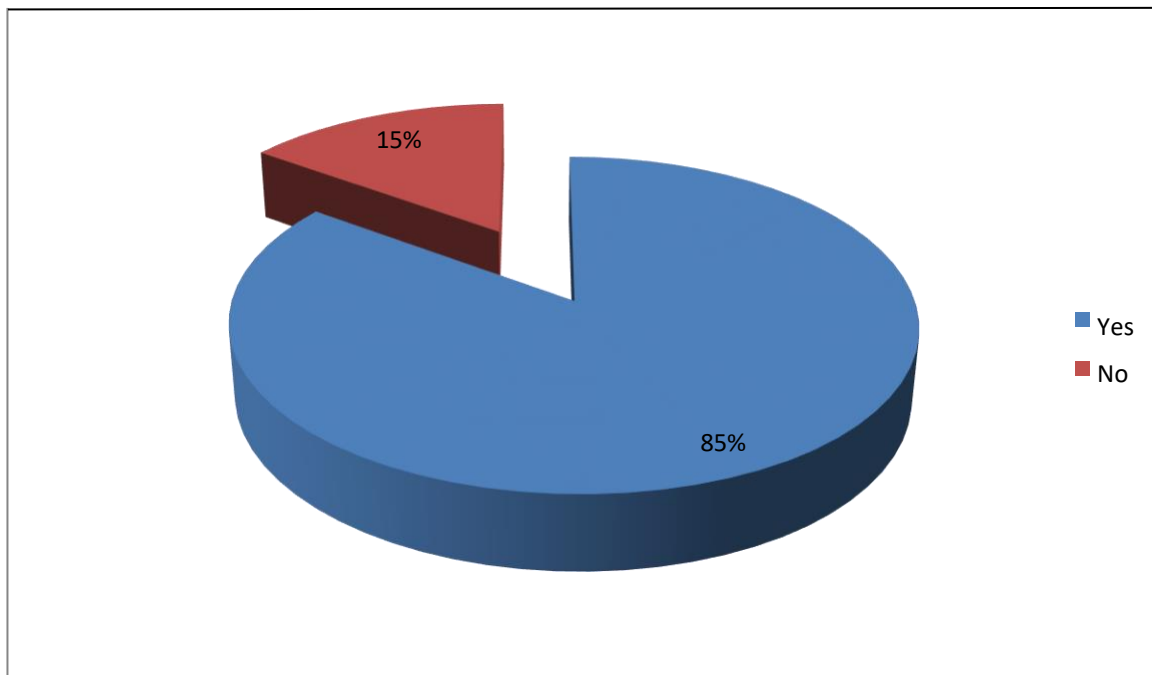


CHART 4.22: CHART INDICATING COMPANY HANDLING GRIEVANCE PROCEDURES TO SOLVE THE PROBLEMS

Interpretation

The above table and diagram shows that 85% of employees agree that company do solve their grievances and problems and 15% of employees say no to that.

Inference

Majority (85%) of employees agree that company do solve their problems.

TABLE 4.23: TABLE SHOWING THE BEST STRESS PREVENTION METHOD.

Opinion	No. of Respondents	Percentage
Time management	23	19
Realistic goal setting	35	29
Physiological fitness	27	23
All of the above	35	29
Others	-	-
Total	120	100

Source: Primary data

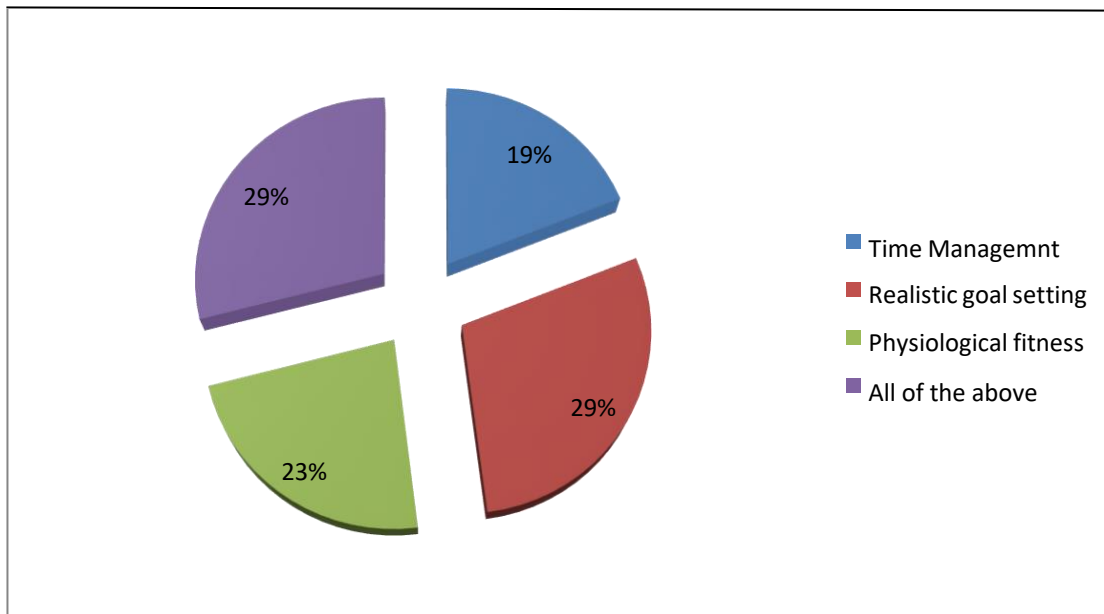


CHART 4.23: CHART SHOWING THE BEST STRESS PREVENTION METHOD.

Interpretation

The above table and diagram shows that 29% are of the opinion of realistic goal setting. 19% of employees to time management, 23% of employees to physiological fitness and 29% of employees agree to all of the above.

Inference

Majority (29%) of employees recommended all the three opinions as best prevention methods.

4.2 ONE WAY ANNOVA

Age of respondents and their opinion about present organizational environment

H₀ (Null Hypothesis): There is no significant relationship between age of respondents and their opinion about present organizational environment.

H₁ (Alternate Hypothesis): There is a significance relationship between age of respondents and their opinion about present organisational environment

Descriptives								
Respondents opinion about present organization environment								
Age	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Below 30	23	1.565	1.1995	.2501	1.047	2.084	.0	4.0
30-40	27	1.370	1.1485	.2210	.916	1.825	.0	4.0
40-50	25	1.320	1.0296	.2059	.895	1.745	.0	4.0
50-60	45	1.289	.9444	.1408	1.005	1.573	.0	4.0
Total	120	1.367	1.0527	.0961	1.176	1.557	.0	4.0

ANOVA					
Respondents opinion about presentorganisational environment					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.234	3	.411	.365	.778
Within Groups	130.633	116	1.126		
Total	131.867	119			

H₀ > H₁: H₀ is accepted.

Interpretation

Hence there is no relationship between the age of respondents and their opinion about present organisational environment.

4.3 T-TEST

Gender of the respondents and feel about the monitor and non-monitor compensation of the work in the company

H₀ (Null Hypothesis) = There is no significant relationship between gender of the respondents and feel about the monitor and non-monitor compensation of the work in the company.

H₁ (Alternate Hypothesis) = There is a significance relationship between gender of the respondents and feel about the monitor and non-monitor compensation of the work in the company.

Group Statistics					
	relation with monitor and non-monitor	N	Mean	Std. Deviation	Std. Error Mean
Gender	1.0	66	.714	.4600	.0869
	2.0	34	.636	.5045	.1521

Gender	Mean value	T value	Sig value
Male	.714	.463	.407
Female	.636	.445	

Interpretation

From the above analyzed data, it is interpreted that the p value is 0.407 which is above the significance level 0.05, therefore reject the null hypothesis and accept the alternative hypothesis. Thus, there is significance influence between the gender of the employees and their relationship with feel about the monitor and non-monitor compensation of the work in the company.

5.1 FINDINGS

Work stress has an impact on the performance of the employees. Decrease in productivity and decrease in job satisfaction are the factors through which the impact of stress can be identified. These two problems are prevailing in the organization.

Lack of recreational facilities is also one of the main stressors.

Counselling programs and grievance handling procedures have been adopted by the company.

All the workers have a normal work routine of 8-10 hours; there is only one hour to rest.

It has been found out that for most of the employees, their job creates stress.

Production targets have been set up by the top management for the respondents to be achieved.

It has been found that most of the employees are satisfied with their current job.

It has also been found that the employees maintain a good relationship with their co-workers.

Employees face various Mental and physical problems to the routine work progress.

It was found that the main reasons for work stress are due to heavy work load and pressure from department heads.

It was also found out that majority of the employees are able to achieve the targets sometimes only.

The standards set up by the top management are not easily achievable by the employees but achievable.

5.2 SUGGESTIONS & RECOMMENDATIONS

The top management should try to give additional breaks during the working hours.

The management can provide more recreational facilities to the employees so that stress can be reduced to some extent.

Improvement in work environment can be encouraged by providing lighting and ventilation in work room.

The management can redesign the job to reduce work stress.

Health promotion programs could be implemented in the firm which is helpful in monitoring the overall health of the employees.

Employees who feel more stress at work should be provided with separate counselling.

Employee's engagement cum motivational programs should be conducted periodically to sensitize the staff towards public service motive.

5.3 CONCLUSION

Stress management is not as difficult as it seem. If you think you have too much of stress in your life, it may be helpful to talk with your doctor, spiritual advisor, or any local mental health association. Because reaction to stress can be a factor in depression, anxiety and other disorders, they may suggest that you visit with a psychiatrist, psychologist, social worker, or other qualified counsellor. We don't want to present ourselves as medical professionals. All we want to do is give you some tools to implement in your life to help you cope with those things which make us overwhelmed and feel out of control.

You may also want to look into time management tools in order to get rid of some of your stressors. Stress management tips are simple cost effective methods to effectively check stress. They can be practiced anywhere and at anywhere. If you feel you are in need of help, do not hesitate. You might not be correct always. The cause of your stress might be for no reason at all. But it might be physical in its roots. Understand your limitation and it can relieve stress to a large extend.

The project entitled “**A study on the stress management among employees**” focuses on the relationship between the stressors and the performance of employees. This is gaining importance day by day so it was decided to take up. Human resource is the most important resource of any organization and therefore it must be taken care of. The employees are the assets of the firm hence the factors which cause stress to them must be identified and eliminated because this stress will prevent from doing their job effectively.

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QUESTIONNAIRE

This is **Hemalatha S** doing **MBA** in **Sathyabama Institute of Science and Technology** as per being academic procedure. I need to collect the information and data for my research project titled “**A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEES IN MANUFACTURING INDUSTRIES**”. Kindly give the valuable time to complete this research process. By filling this Questionnaire.

1) Name:

2) Department:

3) Age:

Below 30 ☐

30-40 ☐

40-50 ☐

50-60 ☐

Above 60 ☐

4) Gender:

Male ☐

Female ☐

Not to mention ☐

5) Nature of job

Part-time ☐

Full-time ☐

Contract ☐

6) How long have been working with the organization?

Between 1-5 years ☐

Between 5-10 years ☐

More than 10 years ☐

7) Does your job create stress?

Yes ☐

No ☐

8) What is your normal work routine?

1-6 hours ☐

6-8 hours ☐

8-10 hours ☐

9) How often you able to achieve your target?

Very often ☐

Often ☐

Sometimes ☐

Rarely ☐

Never ☐

10) Does the top management set standards for the job you perform?

Easily achievable ☐

Achievable ☐

Not achievable ☐

Difficult to achieve ☐

May be achieve ☐

11) What is your opinion about these standards?

Easily achievable ☐

Achievable ☐

Not achievable ☐

Difficult to achieve ☐

May be achieve ☐

12) How do you describe your stress level at work place?

Very stressed ☐

Stressed ☐

Not very stressed ☐

Not at all stressed ☐

May be stressed ☐

13) Rate the following statements

What causes you to get stress in your job?

Work load [1-5]	
Poor salary [1-5]	
Office environment [1-5]	
Pressure from dept. Heads [1-5]	
Competition at work [1-5]	

14) How is the impact of stress on employee's performance measured?

By unachieved Production targets ☐

By regular appraisal method ☐

Others ☐

	Particulars	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
15	Are you satisfied with your current job?					
16	How do you feel about the present work environment?					
17	Relationship with colleagues?					
18	Organizational climate in terms of health and safety condition?					

19) Have you faced any physiological and psychological problems after entering into the present job?

Always ☐

Sometimes ☐

Often ☐

Very often ☐

Never ☐

20) Do you have a system of overtime work?

Yes ☐

No ☐

21) Is there any shift arrangement in your firm?

Yes ☐

No ☐

22) Kindly rate the factors that lead for effects of job stress.

Increased Absenteeism [1-5]	
Decreased productivity [1-5]	
Reduces job satisfaction [1-5]	
Reduced work effectiveness [1-5]	

23) Do your company provide recreational facilities to reduce work stress?

Always ☐

Sometimes ☐

Never ☐

Rarely ☐

Very rarely ☐

24) Does the organization adopt grievance handling procedure to solve your problems?

Yes ☐

No ☐

25) Which is the best stress prevention method you would recommend?

Time management ☐

Realistic goal setting ☐

Physiological fitness ☐

All of the above ☐

Others ☐

A STUDY ON STRESS MANAGEMENT AMONG THE EMPLOYEES IN MANUFACTURING INDUSTRIES

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ABSTRACT

This study on stress management among employees in manufacturing industries helps the employees in identifying the factors which causes work stress and the effect of stress on them in work place. The study also emphasizes on the ways the organization deals to handle the kind of stress employee's face and recommend remedial programs for the same work place. This study is done using descriptive research design method and data are collected by primary and secondary sources. The questionnaire method is used as the methodology to collect primary data for the study and the sample size of 120 employees has been taken in this study for data analysis. The results are analyzed and interpreted, interference through simple percentage analysis, ANOVA method and T-Test. The data analysis and interpretation are collected and done is being presented through graphs.

Keywords: Stress management, Work stress, Manufacturing industries.

INTRODUCTION

Stress is one of the pervasive problems of an organization. Work stress is such an important aspect to face which is considered as a monster and it has captured many employees in its grips. That is why the topic is gaining importance day by day and more and more firms are taking it seriously work place. Work stress has to be rightly identified at the right time and measures should be taken to control the work stress among employees. Because of the above cited importance of work stress, it is worthwhile conducting a study on the work stress among the employees in manufacturing industries to develop the industries and achieve to the great success in future forecasting in the workplace.

REVIEW OF LITERATURE

- Yan, H. & Xie, S. (2016) stress define as a series of physiological, psychological and behavioral responses due to the continuing effects of one or more stressors on individuals in an organization
- Latif, et al. (2016) highlighted that muscle tension, increased heart rates associated with high blood pressure, are all due to the stress leading in

the working organization to gastrointestinal, cardiovascular, respiratory, musculoskeletal, skin, immune, and psychological disorders.

- Dr. P.Kannan & Suma.U (2015) in order to manage stress the organization has to encourage employee development and embark on training interventions for employees. Training specifically related to policies and policy implementation is a key priority to succeed. Stress in banking industries is mostly due to excess of over work pressure and work life imbalance in the organization should support and encourage taking up the roles that help them to balance work and family.
- Karthik R. (2013) Employee's performance at work is influenced by stress that can be either positive or negative work stress. The employees performs better if they face low to moderate 54 amount of stress. Hence, it aims at reducing the level of stress rather than eliminating stress completely we have to conduct some program to the employees in working organization to reduce work stress
- Y. Tatheer (2013) Majority of the bankers of Pakistan claim that they are highly stressed because of their jobs that not only affect their performance in banks but also equally affect their health and personal life of the employee. They also declare that the organizational politics and bureaucracy are the main reasons of stress in their banks.

OBJECTIVES OF THE STUDY

To study about the work stress of employees in manufacturing industries that is to identify factors causing stress among employees in this study about the effect of stress on employees in manufacturing industries that is to identify the method to overcome the impact on stress among employee to investigate importance's of stress management in manufacturing industries.

RESEARCH METHODOLOGY

RESEARCH DESIGN

The approach adopted in this research is descriptive research.

TYPES OF DATA COLLECTED

Primary data was collected using a structured questionnaire and Secondary data were taken from books, journals and records.

SAMPLE SIZE

A sample size of 120 employees has been taken in this study.

TOOLS FOR ANALYSIS

After the data has been collected, analysis is made from questionnaire and tabulation method is followed. Tabulation is a technique procedure where in data is classified and put in the form of tables. The tables thus obtained were analyzed with statistical tools like

- Simple percentage analysis
- ANOVA method

- T Test

TABLE SHOWING THE CAUSES OF HIGH STRESS IN YOUR CURRENT JOB.

Opinion	No. of Respondents	Percentage
Office environment	10	8
Work load	80	67
Competition at work	12	10
Pressure from dept. Heads	8	7
Poor salary	10	8
Total	120	100

Source: Primary data

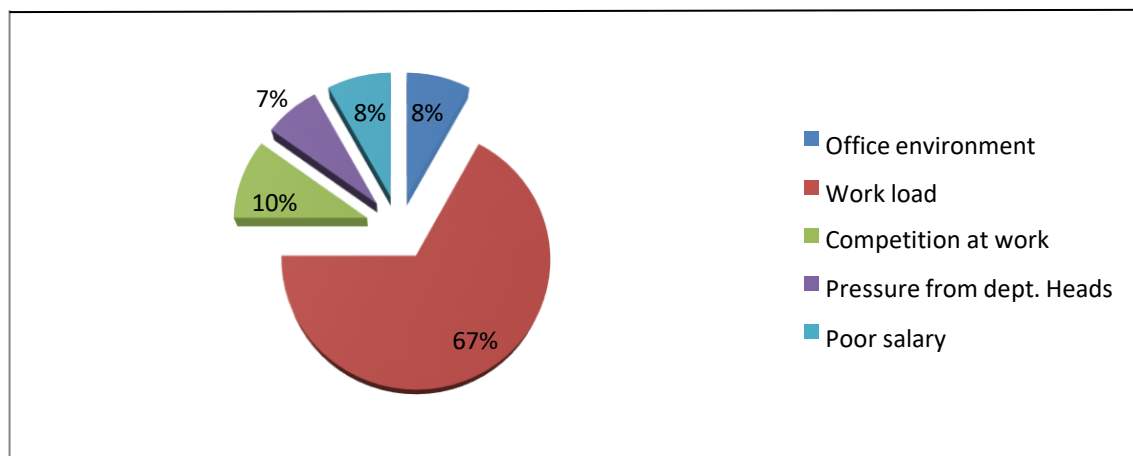


CHART INDICATING THE CAUSES OF HIGH STRESS IN YOUR CURRENT JOB.

Interpretation

The above table and diagram shows that 8% of employees face stress due to office environment, 7% of employees saw that it's because of pressure from dept. Heads, 10% of employees saw that because of competition at work, 8% of employees say that it's because of poor salary and 67% of employees says it's because of work load.

TABLE SHOWING THE EFFECTS OF JOB STRESS.

Opinion	No. of Respondents	Percentage
Increased absenteeism	10	8
Decreased productivity	52	44
Reduces job satisfaction	48	40
Reduced work effectiveness	10	8
Total	120	100

Source: Primary data

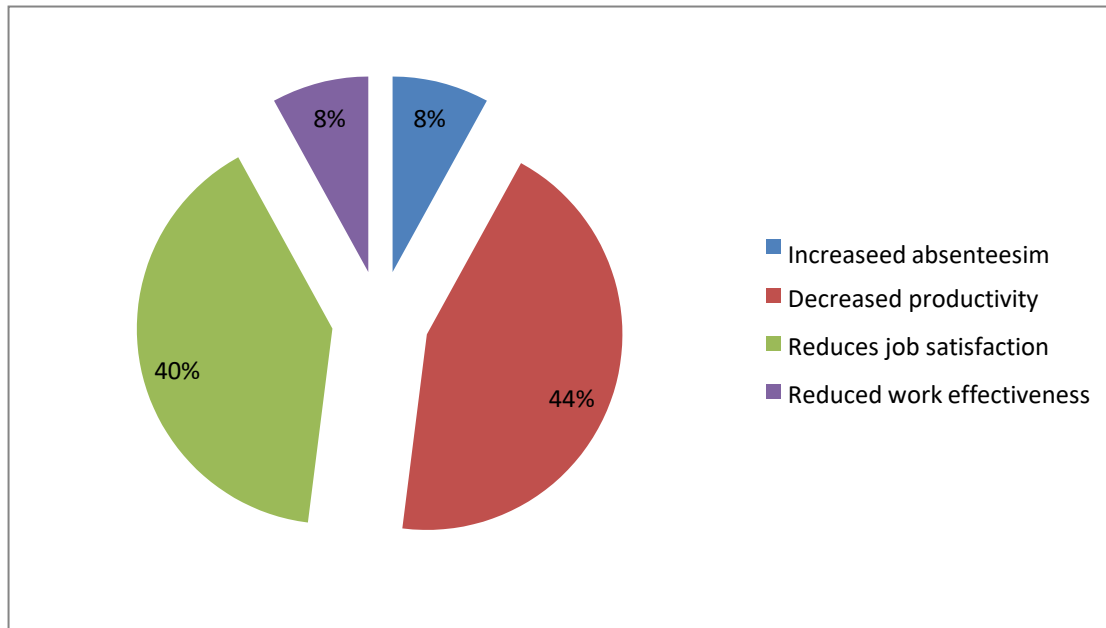


CHART SHOWING THE EFFECTS OF JOB STRESS.

Interpretation

The above table and diagram show that, decrease in productivity and reduces job satisfaction are the major effects of job stress.

4. ONE WAY ANNOVA

4.2.1 Age of respondents and their opinion about present organizational environment.

H₀ (Null Hypothesis) = There is no significant relationship between age of respondents and their opinion about present organizational environment.

H₁ (Alternate Hypothesis) = There is a significance relationship between age of respondents and their opinion about present organizational environment

Descriptive								
Respondents opinion about present organizational environment								
Age	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Below 30	23	1.565	1.1995	.2501	1.047	2.084	.0	4.0
30-40	27	1.370	1.1485	.2210	.916	1.825	.0	4.0

40-50	25	1.320	1.0296	.2059	.895	1.745	.0	4.0
50-60	45	1.289	.9444	.1408	1.005	1.573	.0	4.0
Total	120	1.367	1.0527	.0961	1.176	1.557	.0	4.0

ANOVA					
Respondents opinion about present organizational environment					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.234	3	.411	.365	.778
Within Groups	130.633	116	1.126		
Total	131.867	119			

$H_0 > H_1$: H_0 is accepted.

Interpretation

Hence there is no relationship between the age of respondents and their opinion about present organizational environment.

T-TEST

4.3.1 Gender of the respondents and feel about the monitor and non-monitor compensation of the work in the company

H_0 (Null Hypothesis) = There is no significant relationship between gender of the respondents and feel about the monitor and non-monitor compensation of the work in the company.

H_1 (Alternate Hypothesis) = There is a significance relationship between gender of the respondents and feel about the monitor and non-monitor compensation of the work in the company.

Group Statistics					
	relation with monitor and non-monitor	N	Mean	Std. Deviation	Std. Error Mean
Gender	1.0	66	.714	.4600	.0869
	2.0	34	.636	.5045	.1521

Gender	Mean value	T value	Sig value
Male	.714	.463	.407
Female	.636	.445	

Interpretation

From the above analyzed data, it is interpreted that the p value is 0.407 which is above the significance level 0.05, therefore reject the null hypothesis and accept the alternative hypothesis. Thus, there is significance influence between the gender of the employees and their relationship with feel about the monitor and non-monitor compensation of the work in the company.

FINDINGS

Work stress has an impact on the performance of the employees. Decrease in productivity and decrease in job satisfaction are the factors through which the impact of stress can be identified. It has been found out that for most of the employees, their job creates stress and the main reasons for work stress are due to heavy work load and pressure from department heads. Main stressors are lack of recreational facilities and insufficient break during work hours.

SUGGESTIONS & RECOMMENDATIONS

The top management should try to give additional breaks during the working hours. The management can provide more recreational facilities to the employees so that stress can be reduced to some extent. Improvement in work environment can be encouraged by providing lighting and ventilation in work room. The management can redesign the job to reduce work stress. Health promotion programs could be implemented in the firm which is helpful in monitoring the overall health of the employees. Employees who feel more stress at work should be provided with separate counselling.

CONCLUSION

The project entitled "A study on the stress management among employees" focuses on the relationship between the stressors and the performance of employees. This is gaining importance day by day so it was decided to take up. Human resource is the most important resource of any organization and therefore it must be taken care of. The employees are the assets of the firm hence the factors which cause stress to them must be identified and eliminated because this stress will prevent from doing their job effectively.

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