



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

A STUDY ON STRESS AND ITS EFFECTS ON EMPLOYEES PRODUCTIVITY IN LEATHER INDUSTRY AT RANIPET

Ms. HARITHA V B.E., MBA., SCHOOL OF BUSINESS ADMINISTRATION, SATHYABAMA INSTITUTE OF SCIENCE & TECHNOLOGY, CHENNAI, INDIA.

Dr. M. LAVANYA, M.Com. MBA., M.Phil., Ph.D., SCHOOL OF BUSINESS ADMINISTRATION, SATHYABAMA INSTITUTE OF SCIENCE & TECHNOLOGY, CHENNAI, INDIA.

Abstract: Employee efficiency is a vital component of a company's performance in today's dynamic global setting. High levels of stress in the workplace can have a direct negative effect on employee productivity. Stress is a common component, and people from all walks of life are subjected to it. Employers are also investigating the stress management problems that lead to workers' poor job performance. The study's main purpose was to measure stress and its effect on employee productivity. The research was carried out in Ranipet's Leather Industry. The research design chosen was a descriptive survey. Affordability a sample size of 150 was selected using convenience sampling techniques. Questionnaires were used to gather information. The findings revealed that the respondents were subjected to a variety of stressors, and the investigation revealed that stress had an effect on productivity. The majority of respondents said they work under extreme stress and that they don't feel cared about by their employers. The fact that the majority of respondents considered quitting their jobs because they believed their employers didn't care about them reflected a high level of discontent, which inevitably lowered productivity.

Management should perform an overview of the organisational atmosphere and environment by evaluating why workers believe Leather Industries does not care for its employees and what they can do to improve this. It was also proposed that an Employee Assistance Program be implemented to allow for early detection and intervention of issues in order to maintain productivity levels.

Key words: *Stress, Stressors, Types, Effect of Stress, stress coping Mechanism.*

1. Introduction

We always talk about stress and how we feel overwhelmed when we have too much to do and too much on our minds, or when other people make unfair demands on us, or when we are dealing with circumstances over which we have no influence. Stressors are the conditions that cause us to become anxious. Changes in people's behaviour can be seen as signs of stress. Acute stress reactions may manifest as emotions (anxiety, depression, irritability, fatigue), behaviour (withdrawal, aggression, tears, unmotivation), thought (concentration and problem solving difficulties), or physical symptoms (palpitations, nausea, headaches). Changes in neuroendocrine, cardiovascular, autonomic, and immunological functioning occur as a result of chronic stress, leading to mental and physical illness (anxiety, depression, heart disease) Situations that are unpredictable or uncontrollable, uncertain, unclear, or unfamiliar, or that include conflict, failure, or performance expectations, trigger stress.

1.1 Stress

Stress refers to the strain 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 a working adult. There is both positive and negative stress, depending on each individual's unique perception of the tension between the two farces. Not all stress is bad. Positive stress, also known as Eustress, may, for example, aid an individual's ability to perform at their best.

As a consequence, it is clear that any sort of positive stress will enrich and enrich our lives. A deadline, for example, will inspire us to make the most of our time and improve our productivity. It's crucial to remember this when it comes to stress management. Negative stress, on the other hand, may cause mental and physical strain. The individual will experience symptoms such as tensions, headaches, irritability, and in extreme cases, heart palpitation. Hence, whilst some stress may be seen as a motivating force, it is important to manage stress levels so that it does not harm your health and relationships.

1.2 causes of stress

There are many other causes of stress, and the factors that trigger stress are referred to as stressors. Performance, threat, and bereavement stressors are the most common lifestyle stressors.

- Performance stressors are triggered when an individual is placed in a situation where he feels a need to excel. This could be during performance appraisal, lunch with the boss, or giving a speech.
- Threat stressors are usually when the current situation poses a dangerous threat, such as an economic downturn, or from an accident.
- Lastly, bereavement stressors occur when there is a sense of loss such as the death of a loved one, or a prized possession.

As a result, there are a wide range of stressors, as well as a wide range of strategies and approaches for coping with stress and using it to our advantage. To do so, we must learn to recognise when our stress levels have shifted from positive to negative.

1.3 remedies to reduce stress

There are two major approaches to reduce stress. They are,

- ✓ **Individual approaches**
- ✓ **Organizational approaches**

1.3.1 individual approaches

Employees should take personal responsibility for lowering their stress levels. Implementing time management methods, increasing physical activity, relaxation training, and expanding one's social support network are only a few of the individual strategies that have proven to be successful.

1.3.2 organizational approaches

Management has influence over a variety of factors that trigger stress, including mission and position demands, as well as organisational structure. As a consequence, they may be altered or updated. Some of the strategies the strategies that management want to consider include improved personal self-section and job placement, use of realistic goal setting, redesigning of jobs, improved organizational communication and establishment of corporate wellness programmers.

Certain jobs are more stressful than others. Individual with little experience or an external lower of control tend to be more proven to stress. Selection and placement decisions should take these facts into consideration. Goal setting helps to reduce stress. It also provides motivation. Designing jobs to give employees more responsibility, more meaningful work, more autonomy and increased feedback activities and lessen dependence on others.

By reducing position ambiguity and confrontation, more organised organisational contact with employees eliminates uncertainty. Employee counselling from the employee's overall physical and emotional state, for example, is part of a wellness programme. They are traditionally proud of their role in assisting people in quitting smoking, controlling alcohol consumption, eating healthy, and developing a daily workout schedule.

By reducing position ambiguity and confrontation, more organised organisational contact with employees eliminates uncertainty. Employee counselling from the employee's overall physical and emotional state, for example, is part of a wellness programme. They are traditionally proud of their role in assisting people in quitting smoking, controlling alcohol consumption, eating healthy, and developing a daily workout schedule.

Maintaining a good night's sleep is an effective way to relieve stress. Experiments on laboratory specimens have yielded some unexpected results. Sleep starved rats have developed stress syndrome. Maintaining a good night's sleep is an effective way to relieve stress. Experiments on laboratory specimens have yielded some unexpected results. Stress syndrome has developed in sleep-deprived rats. The amount of sleep required varies by person and is determined by one's lifestyle. According to the American National Sleep Foundation, getting at least eight hours of sleep is important for good health. In general, studies show that young adults can function on 7-8 hours of sleep. Six hours of sleep is necessary after the age of 35, while people over 65 can only require three or four hours.

2. Review of literature

2.1 introduction

Researchers conducted analysis, which included secondary data research, in order to collect relevant data. Similar studies conducted previously by other researchers were analysed, which aided in the development of further ideas and knowledge for the thesis. In this chapter, a review of previous research on the current subject will be discussed in detail. This literature review seeks to communicate the current state of understanding and ideas about stress. In this chapter, the definitions and theories regarding to the independent variables (stress) as well as the dependent variables which is employees productivity will be discuss. There is different opinion and statement from different resources about effects of stress on the job performance.

1. Kavitha's study, "Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatore" (2012), focuses on the organisational role stress for IT sector employees. In her study, she discovered that women in the workplace experience more stress than men, and that married women experience more stress than unmarried women.

2. In their paper "Stress Levels in Organizations and Their Effect on Employees' Conduct," P.S. Swaminathan and Rajkumar S. (2013). They conducted a study that looked at stress levels in different age groups, professions, different types of occupations, working hours, and the impact of the work atmosphere on employee stress levels. Individual tension in an employee's existence.

This study found that there is an optimum level at which each person can perform to his full potential, and it identified three conditions that trigger work stress: 1) Task overload 2) Self-distance in the position 3) Stasis in roles.

3. In their study "Emotional Intelligence as a Predictor of Occupational Stress among Working Professionals," Satija S. and Khan W. found that "Emotional Intelligence as a Predictor of Occupational Stress among Working Professionals" (2013). According to them, Occupational Stress is the same as Job Stress, and both must be handled at work in order to have a negative effect on employee attitudes and actions. The relationship between Emotional Intelligence and Occupational Stress is explored in this report. According to the results of this report, Emotional Intelligence is the most important predictor of Occupational Stress.

4. Amir Shani and Abraham Pizam (2009) published a report on work-related depression among hotel employees in Central Florida, titled "Work-Related Depression among Hotel Employees." They discovered that, by examining the relationship between occupational stress and job characteristics, there is a higher incidence of depression among employees in the hospitality industry.

5. The relationship between "occupational stress, ill health, and organisational engagement" has been studied by Viljoen and Rothmann (2009). Organizational stressors were found to play a significant role in poor health and a lack of organisational engagement, according to the researchers. The fear of losing one's work led to physical and mental illness. Five stressors, such as Work-life balance, Overload, Control, Job aspects, and Pay, all predicted low individual commitment to the organisation.

6. In their paper "Occupational stress among nursing staff in surgical settings," Schmidt, Denise Rodrigues Costa, and et al (2004). They wanted to see if there was any occupational stress among nurses who worked in surgical settings and if there were any links between occupational stress and job characteristics.

7. A study titled "Occupational stress and teaching approaches among Chinese academics" was conducted by Li-fang Zhang (2009). The Favourable conceptual changes in teaching approach and their task insufficiency predicated that the conceptual shift in teaching strategy is negative, according to the researcher, who regulated the participants' self-rating skill.

8. In their study "Sense of Coherence (SOC) May Reduce the Effects of Occupational Stress on Mental Health Status among Japanese Factory Workers" (2009), Kayoko Urakawa and Kazuhito Yokoyama discovered the following: adverse effects on mental health due to job demand and job stress were positively associated with SOC, the mental health status of males in managerial work was adversely negative, and the mental health status of females in managerial work was adversely negative. Finally, they discovered that SOC is an important factor in deciding both genders' ability to cope with work stress.

9. J.E. Agolla's study "Police Officers: The Case of Botswana Police Service" was published in the journal "Police Officers: The Case of Botswana Police Service" (2009). He conducted a study among police officers in Botswana to determine their job stress symptoms and coping strategies. According to this report, police work stressors include being wounded while on duty and using force when the job requires it, among other things. Exercising, socialising, healthy eating or diets, job preparation, and employee training were described as coping mechanisms.

10. In their study "Occupational Stress & Psychological Well Being Following University Relocation," Connolly, John F, Willock, Joyce, Hipwell, Michele, and Chisholm, Vivienne explain and evaluate how management expectations for work-related stress (demand, support, power, role, relationships, and change) can be examined by looking at 1) overall levels of psychological pressure. 2) Job satisfaction; 3) Psychosocial Working Conditions

11. In their study "Effective approaches to handling stress of employees" (2011), Urska Treven, Sonja Treven, and Simona Sarotar Zizek discovered that workers who are depressed are more likely to be inefficient at work. The most important ways of preventing stress are various approaches to handling stress, good job organisation, and good management. They divided stress into three categories: I transient stress, ii) post-traumatic stress disorder (PTSD), and ii) chronic stress.

12. Khalid A. discovered that there is a direct connection between stress and job performance in any organisation in his study titled "Role of Supportive Leadership as a Moderator between Job Stress and Job Performance" (2012). An employee's efficiency in a company can be improved if their representatives provide them with adequate support. As a result, even in difficult circumstances, a positive leader may help an employee boost their performance.

3. Research methodology

3.1 Population & Sample size:

The population is infinite. A total of 150 people took part in the survey. The method of Convenience sampling was used. The respondents are from a wide range of ages.

3.2 Data:

The research uses both Primary data & Secondary Data. Primary data was collected by survey through questionnaire and Secondary data from various literature review.

3.3 Theoretical Framework:

Humans' physical and mental reactions to transitions, activities, and circumstances in their lives are referred to as stress. People are stressed in a variety of ways and for a variety of reasons. Your answer is focused on how you perceive an event or circumstance. When you have a negative outlook on a situation, you are likely to feel distressed—overwhelmed, oppressed, or out of control. The more common type of stress is distress. The other kind, eustress, is characterised by a positive outlook on an event or circumstance, which is why it is also known as "good stress." Your body's reaction to change is stress. It causes the body to release adrenaline (a hormone), which causes your breathing and heart rate to quicken, as well as your blood pressure to increase.

4. Data analysis

4.1 Demographic Profile

Table 4.1 Frequency analysis of Demographic Factors

Factors	Frequency	Percentile
Gender		
Male	54	36
Female	96	64
Age		
18-30	55	36.67
31-40	48	32
40-50	33	22
51 & above	14	9.33
Size of the family		
2 - 4	46	31
5 - 6	75	50
7 - 8	25	17
8 & above	4	3

Inference: 64% of the respondents are women. 36.67% of the Respondents fall under the age of 18-30. 50% of the respondents size of the family is 5 – 6 members.

4.2 Analysis of gender and level of stress of the respondents

H₀: There is no significant difference between the gender and the level of stress.

H₁: There is significant difference between the gender and the level of stress.

Table 4.2.1 Analysis of gender and level of stress of the respondents

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.268 ^a	4	0.514
Likelihood Ratio	3.150	4	0.533
N of Valid Cases	150		

Interpretation: From the TABLE 4.2.1, we can infer that the Pearson Chi-square value is 3.268 and the p-value (.514) is greater than 0.05, so the **Null Hypothesis (H₀) is rejected** at 5% level of significance (0.05). Hence it is concluded that there is a significant difference between the gender and the level of stress.

4.3 Analysis of age group and impact in employees productivity due to stress.

H₀: There is no significant difference between the age group and the impact in employees productivity due to stress.

H₁: There is significant difference between the age group and the impact in employees productivity due to stress.

Table 4.3.1 Analysis of age group and impact in employees productivity due to stress.

ANOVA					
Impact due to stress					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	112.956	3	37.652	425.552	<0.001
Within Groups	12.918	146	0.088		
Total	125.873	149			

Interpretation: From the TABLE 4.3.1, we can infer that the p-value (0.001) is less than 0.05, then the Null Hypothesis is rejected at 5% level of significance. Hence it is concluded that there is significance difference between the age group and the impact in employees productivity due to stress.

4.4 Analysis of size of the family and salary satisfaction of the respondents.

H₀: There is no significance relationship between size of the family and salary satisfaction of the respondents.

H₁: There is significance relationship between size of the family and salary satisfaction of the respondents.

Table 4.4.1 Analysis of size of the family and salary satisfaction of the respondents.

Correlations			
		Salary satisfaction	Size of the family
Salary satisfaction	Pearson Correlation	1	.780**
	Sig. (2-tailed)		0.000
	N	150	150
Size of the family	Pearson Correlation	.780**	1
	Sig. (2-tailed)	0.000	
	N	150	150

Interpretation: From the TABLE 4.4.1, we can find that the correlation between size of the family and salary satisfaction of the respondents is 0.780. Based on the correlation coefficient, we can infer that the relationship between the two variables is a **moderate positive correlation**. Hence it is concluded that there is a significance relationship between size of the family and salary satisfaction of the respondents.

5. CONCLUSION

The study's aim was to see how stress affected employee productivity in the leather industry at Ranipet. The findings of this study indicated that the negative factors that afflicted workers had a negative impact on their productivity. The gender of the respondents was cross tabulated with the level of stress, determining the stress levels of the respondents, and the effect of stress on productivity were among the causes identified and analysed.

The large number of variables found, published, and quantified, as well as the literature review, suggest that the study's objective was met. This also demonstrated that stress had a negative impact on productivity at Ranipet's Leather Industry.

There were several stressors that workers in the leather industry had to deal with, and the investigation revealed that stress had a detrimental impact on productivity. The fact that the majority of workers considered quitting their jobs at Leather Industry because they felt the company didn't care about them reflected a high level of discontent, which inevitably lowered productivity.

REFERENCES

- 1). Rajesh Chandwani & Amit Gupta , —Job Stress and Performancel, <http://tejas.iimb.ac.in/articles/24.php>
- 2). Stress & Stress Management, Klinik Community Health Centre, 870 Portage Avenue, Winnipeg MB Canada, January, 2010, PP-4.
- 3). Dr. Jyotsna Codaty, — Key to Stress Free Living| V&S publications,2013, New Delhi,pp14,15,45,46.
- 4). Amir Shani and Abraham Pizam, — Work-Related Depression among Hotel Employees|, Cornell Hospitality Quarterly, Vol. 50, No. 4, 446-459 (2009)
- 5). Li-fang Zhang, —Occupational stress and teaching approaches among Chinese academics|, Educational Psychology, Volume 29, Issue 2, March 2009, pages 203 – 219
- 6). J.E. Agolla, Occupational Stress Among Police Officers: The Case of Botswana Police Servicel, occupational Stress Among Police Officers: The Case of Botswana Police Service, Vol. 3, Issue 1, pp. 25-35, 2009.

Websites:

1. <http://oem.bmj.com/content/59/1/67.long>
2. <http://heart.org/answersbyheart>
3. Organizational Health *Reviewed: August 2012 V2* Department of Education, Training and Employment