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 emphases 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.

Index Terms - **Stress management, Work stress, Manufacturing industries.**

I. 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.

II. 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.

III. RESEARCH METHODOLOGY

3.1 Research Design

The approach adopted in this research is descriptive research.

3.2 Types of Data Collected

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

3.3 Sample Size

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

3.4 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

3.5 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.
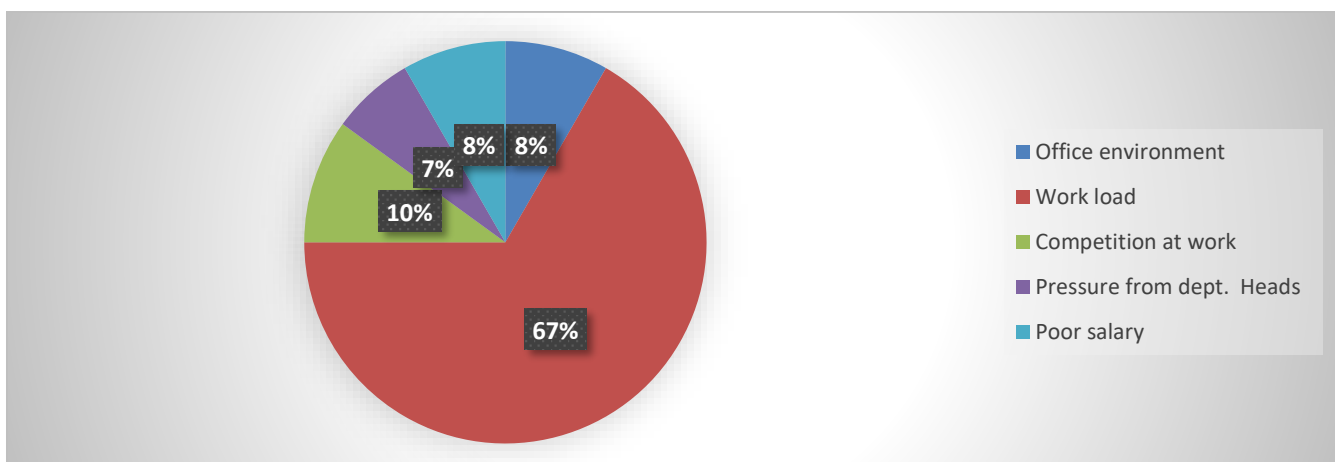
IV. RESULTS AND DISCUSSION

4.1 DATA ANALYSIS AND FINDINGS

4.1.1 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

4.1.1 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.

4.1.2 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
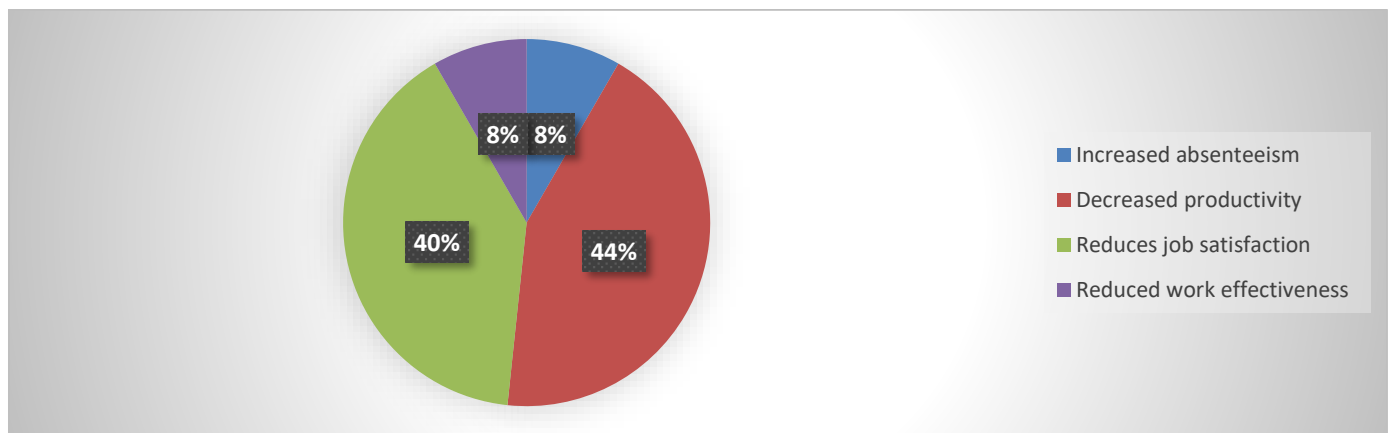
4.1.2 Chart Showing the Effects of Job Stress.

Interpretation

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

4.2 ONE WAY ANNOVA

4.2.1 Age of respondents and their opinion about present organizational environment.
H_0 (Null Hypothesis) = There is no significant relationship between age of respondents and their opinion about present organizational environment.
H_1 (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			

$H_O > H_1$: H_0 is accepted.

Interpretation

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

4.3 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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