



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

## A STUDY ON EMPLOYEE ATTITUDE TOWARDS STRESS MANAGEMENT

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### Abstract

All the employees feel high level of job stress. The major cause of their stress is low job security, overload and un proper working schedules. The problems at home also interfere with their job performance and are a cause of job stress. There is high affect of job stress on the general health of employees. Some of them have to work in nights shifts. There are no management programs in organizations for coping stress. In this article briefly discuss the employee problems in the organisation

### 1.Introduction

Job stress is one of the common problems that employees confront with increasing frequency. Recently job stress is becoming an epidemic in the work environment.

Therefore a large number of researches have focused on job stress and its effects on the various aspects of the organisational outputs. Stress is the reaction that people have to excessive pressure or other types of demand placed on them. It arises when they worry that they cannot cope. The pressures of working life can lead to stress if they are excessive or long-term. Examples of long-term or chronic stress are the fear, frustration and anger that may be the unhappiness of an unsuitable job.

However, if pressure becomes excessive it loses its beneficial effect and becomes harmful.

## 2.OBJECTIVES

- To find out of the personal information of the employees
- To identify the main reasons of stress among management people.
- To study the effect of stress on their performance
- To find out level of satisfaction of the employees with the system of performance

## 3.Review Of Literature

The Review of literature contained in the present chapter focuses on job stress. The chapter specifically highlights research findings on topics related to job stress, personality characteristics, constraints of change, role overload, role conflict, under participation, job difficulty, role ambiguity, environment factors and job satisfaction of employees. Sager(1991) defined job stress as a psychological state perceived by individual when faced with demands, constraints, and opportunities that have important but uncertain outcomes. The below started hypothesis this study will be examining the relationship between job stress and job performance.

**Miller and Hester(1986)** Miller and Hester reviewed stress Management training techniques desensitization(i.e. focusing on environmental factors to reduce anxiety). Miller 91992) also identified aerobic training as a stress management approach. Other approaches have included meditation, muscle relaxation and transcendental meditation

**Fletcher(1988)** It has been shown how the further down the skill level in the 'job chain' one looks the worse off the mental health of those groups becomes. Further it has also been shown how.... "Conditions of work most adverse to workers" health is to be found in blue collar professions and in some health care positions such as nursing. A common and possibly decisive denominator of these work conditions is that they expose the worker to a combination of high psychological stress and physical workload and a low level of decision latitude."

**Brown Er AI(1990)** A recent study by Brown Et Al examined the relationship between stressful life events and drinking outcome among male alcoholics who had completed an alcohol treatment program. Approximately 40% of the pre-treatment stressors were found to be directly or indirectly related to alcohol use. Results showed that men who returned to drinking after treatment experienced more severe or highly threatening stress before their relapse than men who.

**Spector & Connell (1994)**As an individual , the issues of 'Locus of Control'(LOC), whereby one may perceive oneself as a victim or an agent of control in one's own life(external or internal LOC), appears to be one of three key personality facts linked to how an individual reacts to stressful situation . The other two are: Negative Affectivity or the tendency to experience a variety of negative emotions across time and situations; and type A personalities who seem to be hyper- reaction to uncontrollable stressors and more reactive than type B.

## 4. RESEARCH METHODOLOGY

The methodology design used in this project is Analytical in nature the procedure using, which researcher has to use facts or information already available, and analyze these to make a critical evaluation of the performance. We have adopted the Survey Method. In order to carry out with our survey we took a sample of employees from Jeppiaar Cements Pvt Ltd Company Trichy employees asked them to fill up a Questionnaire that was designed in such a way that would help us analyze whether employee performance exist in their organizational framework and whether it has helped them and the organization as a whole or not. Let us now discuss the survey methodology in details.

## 5. ANALYSIS AND INTERPRETATION

### 5.1 FREQUENCY

#### Age Of The Respondent

Table 5.1.1

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 20	35	23.3	23.3	23.3
	20 to 35	45	30.0	30.0	53.3
	36 to 50	48	32.0	32.0	85.3
	Above 50	22	14.7	14.7	100.0
	Total	150	100.0	100.0	

#### Interpretation

From the table reveals that 23 % of respondents belong below 20, 30% of the correspondents belong to 20 to 35, 32 % of the respondents belong 36 to 50, 14.7% of the correspondents belong to above 50, Majority 32% of the correspondents belong to the 36 to 50.

## Gender of the Respondent

**Table 5.2**

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	79	52.7	52.7	52.7
	female	71	47.3	47.3	100.0
	Total	150	100.0	100.0	

### Interpretation

From the table reveals that 52.7% of respondents belong to Male, 47.3% of the respondents belong to Female, Majority 52.7% of the respondents belong to the Male

**Marital Status of the Respondent  
Table 5.3**

Marital Status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	89	59.3	59.3	59.3
	Unmarried	61	40.7	40.7	100.0
	Total	150	100.0	100.0	

### Interpretation

From the table reveals that 59.3% of respondents belong to Married, 40.7% of the respondents belong to Unmarried, Majority 59.3% of the respondents belong to the Married.

**Educational qualification of the Respondent****Table 5.4**

<b>Education Qualification</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	School	17	11.3	11.3	11.3
	Graduate	37	24.7	24.7	36.0
	Post Graduate	67	44.7	44.7	80.7
	Others	29	19.3	19.3	100.0
	Total	150	100.0	100.0	

**Interpretation**

From the table reveals that 11.3% of respondents belong to School, 24.7% of the respondents belong to Graduate, 44.7 % of the respondents belong to Post Graduate, 19.3% of the respondents belong to others. Majority 44.7% of the respondents belong to the Post Graduate.

**Monthly Income of the Respondent****Table 5.5**

<b>Monthly Income</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 10,000	27	18.0	18.0	18.0
	10,000 to 20,000	46	30.7	30.7	48.7
	20,000 to 30,000	48	32.0	32.0	80.7
	Above 40,000	29	19.3	19.3	100.0
	Total	150	100.0	100.0	

## Interpretation

From the table reveals that 18.0% of respondents belong to Below Rs10,000, 30.7% of the respondents belong to Rs 10,000 - 20,000, 32.0% of the respondents belong to Rs 20,000-30,000, 19.3% of the respondents belong to Above Rs 30,000. Majority 32.0% of the respondents belong to the Rs 20,000 - 30,000.

## Experiance of the Respondent

**Table 5.6**

Experience					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 1 year	34	22.7	22.7	22.7
	1-2 year	36	24.0	24.0	46.7
	2-3 year	45	30.0	30.0	76.7
	Above 4 year	35	23.3	23.3	100.0
	Total	150	100.0	100.0	

## Interpretation

From the table reveals that 22.7% of respondents below 1 year experiance, 24.0% of the respondents belong to 1-2 Year Experiance, 30.0% of the respondents belong to 2-3 Years Experiance, 23.3% of the respondents below above 4 years Experiance. Majority 30.0% of the respondents belong to the 2-3 Years Experiance.

## Salary of status of the Respondent

**Table 5.7**

Salary Status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Daily	23	15.3	15.3	15.3
	Weekly	43	28.7	28.7	44.0
	Monthly	84	56.0	56.0	100.0
	Total	150	100.0	100.0	

## 5.2 CORRELATION ANALYSIS

## Correlation between Poor relations with supervisor Tabulation

Table 5.8

		Correlations				
		EI1	EI2	EI3	EI4	EI5
EI1	Pearson Correlation	1	.453**	.255**	-.218**	-.388**
	Sig. (2-tailed)		.000	.002	.007	.000
	N	150	149	150	150	150
EI2	Pearson Correlation	.453**	1	-.006	.292**	-.237**
	Sig. (2-tailed)	.000		.945	.000	.004
	N	149	149	149	149	149
EI3	Pearson Correlation	.255**	-.006	1	-.095	.105
	Sig. (2-tailed)	.002	.945		.249	.199
	N	150	149	150	150	150
EI4	Pearson Correlation	-.218**	.292**	-.095	1	.266**
	Sig. (2-tailed)	.007	.000	.249		.001
	N	150	149	150	150	150
EI5	Pearson Correlation	-.388**	-.237**	.105	.266**	1
	Sig. (2-tailed)	.000	.004	.199	.001	
	N	150	149	150	150	150

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

### Interpretation

From the calculated person's statistics it can be summarized that as p-value  $0.000 < 0.01$  there is significant relationship between total values of statement Correlation relationship expressed by r value, N – value is .150,149 and .255 (+ve) which shows the positive relationship. There is a negative relationship between E4 & E5 (-.038)

## Correlation between Poor relations with workmates Tabulation

**Table 5.9**

<b>Correlations</b>						
		JP1	JP2	JP3	JP4	JP5
JP1	Pearson Correlation	1	.295**	.215**	-.313**	-.147
	Sig. (2-tailed)		.000	.008	.000	.072
	N	150	150	150	150	150
JP2	Pearson Correlation	.295**	1	-.143	.086	-.083
	Sig. (2-tailed)	.000		.081	.295	.313
	N	150	150	150	150	150
JP3	Pearson Correlation	.215**	-.143	1	-.268**	.111
	Sig. (2-tailed)	.008	.081		.001	.178
	N	150	150	150	150	150
JP4	Pearson Correlation	-.313**	.086	-.268**	1	.160
	Sig. (2-tailed)	.000	.295	.001		.050
	N	150	150	150	150	150
JP5	Pearson Correlation	-.147	-.083	.111	.160	1
	Sig. (2-tailed)	.072	.313	.178	.050	
	N	150	150	150	150	150
** . Correlation is significant at the 0.01 level (2-tailed).						

### Interpretation

From the calculated person's statistics it can be summarized that as p-value  $0.000 < 0.01$  there is significant relationship between total values of statement Correlation relationship expressed by r value, N – value is .215,295 and .215 (+ve) which shows the positive relationship. There is a negative relationship between Jp5 and jp4 (-.147)



## Correlation Between Working with the public Tabulation

Table 5.10

Correlations						
		JG1	JG2	JG3	JG4	JG5
JG1	Pearson Correlation	1	.451**	.328**	-.091	-.276**
	Sig. (2-tailed)		.000	.000	.266	.001
	N	150	150	150	150	150
JG2	Pearson Correlation	.451**	1	-.197*	.025	-.152
	Sig. (2-tailed)	.000		.016	.765	.063
	N	150	150	150	150	150
JG3	Pearson Correlation	.328**	-.197*	1	-.001	.082
	Sig. (2-tailed)	.000	.016		.990	.319
	N	150	150	150	150	150
JG4	Pearson Correlation	-.091	.025	-.001	1	.179*
	Sig. (2-tailed)	.266	.765	.990		.029
	N	150	150	150	150	150
JG5	Pearson Correlation	-.276**	-.152	.082	.179*	1
	Sig. (2-tailed)	.001	.063	.319	.029	
	N	150	150	150	150	150

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

\* . Correlation is significant at the 0.05 level (2-tailed).

### Interpretation

From the calculated person's statistics it can be summarized that as p-value  $0.000 < 0.01$  there is significant relationship between total values of statement Correlation relationship expressed by r value, N – value is 1,451 and .328 (+ve) which shows the positive relationship. There is a negative relationship between Jp5 and jp4 (-91,-276)

## Correlation Between I feel guilty when I take time off from job Tabulation

Table 5.11

Correlations						
		WR1	WR2	WR3	WR4	WR5
WR1	Pearson Correlation	1	.417**	.233**	-.146	-.265**
	Sig. (2-tailed)		.000	.004	.074	.001
	N	150	150	150	150	150
WR2	Pearson Correlation	.417**	1	-.003	.172*	-.251**
	Sig. (2-tailed)	.000		.973	.035	.002
	N	150	150	150	150	150
WR3	Pearson Correlation	.233**	-.003	1	.134	.038
	Sig. (2-tailed)	.004	.973		.102	.647
	N	150	150	150	150	150
WR4	Pearson Correlation	-.146	.172*	.134	1	.061
	Sig. (2-tailed)	.074	.035	.102		.455
	N	150	150	150	150	150
WR5	Pearson Correlation	-.265**	-.251**	.038	.061	1
	Sig. (2-tailed)	.001	.002	.647	.455	
	N	150	150	150	150	150

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

\* . Correlation is significant at the 0.05 level (2-tailed).

### Interpretation

From the calculated person's statistics it can be summarized that as p-value  $0.000 < 0.01$  there is significant relationship between total values of statement Correlation relationship expressed by r value, N – value is 1,417 and .233 (+ve) which shows the positive relationship. There is a negative relationship between Jp5 and jp4 (-146,-265)

## Correlation Between I have felt fidgety or nervous as a result of my job tabulation

Table 5.12

Correlations						
		JS1	JS2	JS3	JS4	JS5
JS1	Pearson Correlation	1	.652**	.337**	-.074	-.415**
	Sig. (2-tailed)		.000	.000	.369	.000
	N	150	150	150	150	150
JS2	Pearson Correlation	.652**	1	.168*	.148	-.105
	Sig. (2-tailed)	.000		.040	.070	.202
	N	150	150	150	150	150
JS3	Pearson Correlation	.337**	.168*	1	-.050	.079
	Sig. (2-tailed)	.000	.040		.542	.338
	N	150	150	150	150	150
JS4	Pearson Correlation	-.074	.148	-.050	1	.392**
	Sig. (2-tailed)	.369	.070	.542		.000
	N	150	150	150	150	150
JS5	Pearson Correlation	-.415**	-.105	.079	.392**	1
	Sig. (2-tailed)	.000	.202	.338	.000	
	N	150	150	150	150	150

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

\* . Correlation is significant at the 0.05 level (2-tailed).

### Interpretation

From the calculated person's statistics it can be summarized that as p-value  $0.000 < 0.01$  there is significant relationship between total values of statement Correlation relationship expressed by r value, N – value is 1,.652 and .337 (+ve) which shows the positive relationship. There is a negative relationship between Jp5 and jp4 (-0.74,-415)

## 6. SUGGESTION AND CONCLUSION

To successfully attract and relieve job stress among the employees the organizations need to examine their programs and policies for coping stress – to see where they stand compared to other companies. By employing and implementing various management programs to relieve stress, the organizations can cope with job stress among their employees. The following strategies are important to remember while making stress coping programs:

- Proper work schedule should be there
- Ensure high job security to the employee
- There should some employee fitness programs and setting of health clubs
- The boss should show interest in the work of employee. There should be friendly and supportive relation between the boss and the employees. There should be an informal meeting between boss and employees in a month so that they can discuss about the work performance. The boss should give positive motivations to employee for his/her good performance.

The major cause of their stress is low job security, overload and un proper working schedules. The problems at home also interfere with their job performance and are a cause of job stress. There is high affect of job stress on the general health of employees. Some of them have to work in nights shifts. There are no management programs in organizations for coping stress. Most of the engineers believe that it is necessary that the organization should provide some management programs to cope with stress.

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