

STRESS MANAGEMENT EFFECTIVENESS AT SATHABISHAA ENGINEERING INDUSTRIES PVT LTD COMPANY IN CHENNAI

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ABSTRACT :

Stress Management has become a most important and valuable technique to boost the employee morale and the company's productivity in all companies. All the Organizations have understood that the employees play a key role and they should be out of stress to give a high performance atmosphere. There are varieties of techniques to manage stress in organizations. High stress jobs refer to work, which involves hectic schedule and complex job responsibilities that result into imbalance between personal and work life. Overwork may affect physical health of individual resulting into ineffective work and dissatisfaction-among employees leading to imbalance in family or personal life also. Due to improper job role assignment, improper working conditions, underutilization of skills and organizational politics the employees could be stressed. There are lots of individual stress like role ambiguity, psychological hardness, and type of personality that affect the morale of the employees as a whole.

The researcher finds the stress level of the employees in work and tries to give solution based on the results derived with. Effective stress management should overcome the stressors and it is obvious that no technique can completely remove stress but only can minimize it to negligible level. The researcher used descriptive method by collecting first hand data through a structured questionnaire. The researcher has analyzed the obtained data through correlation, weighted average method and chi-square test analysis. The finding have the perfectness in it and

has given valid suggestions to overcome the stress which in turn leads to effective work in the organization.

KEYWORDS: Stress Management, Personal stress, Work stress, Remove stress

COMPANY PROFILE:

The company is located at Moosiva villagers at Kancheepurm District. It deals with Fabrication of High and Low Pressure Pipeline in mild steel, steel, Stainless steel, Alloy steel, Boiler / Tubes, Heaters, Economizers, Super Heaters Heat Exchangers, Evaporators, Vessels, Tanks Pipe & Tube bending all Structural Works, Erection of Equipments, etc...

Testing & Inspection Facilities:

1.	Hydraulic Test Pump	Hand Operated - 1 No. Power Operated -1 No.
2.	Dye Penetrant Test	Equipment such as spray pump
3.	Vernier with Calibration Certificate	12" - 1No
4.	Elco Meter (Indian Make)	1 NO
5.	Radiography Film Evaluation viewer	1 No
6	Radiography at our works and sites will Be done without side agencies with customer approval.	
7.	If necessary mechanical and chemical test Can be carried out for the supply of raw materials made by us through government approved testing laboratories like Regional Test center, Chennai metallurgical services National testing center etc...	

REVIEW OF LITERATURE :

Christopher Orpen (2001) conducted the research on “Occupational stress, personal strain and its adverse effects”. Personal strain manifests itself as anxiety and depression with life added restlessness, excessive drinking, smoking, social withdrawal and inability to concentrate. Impact of stress on individual at each stage requires attention to ease their mind providing work enjoyment.

Schlenker and Gutek (1987) have made their comments on “impact of stress in a large social service agency”. They stated that work role loss was associated with lower job satisfaction; lower work related self-esteem, and higher level of intention to leave the job but at the same time they found that executives were not likely to report work related depression or lower life satisfaction as the discontent was focused on the new jobs but not on life in general or involvement and identification with the profession. Satisfaction with the job itself accounted and identified with the emotional exhaustion.

Koustelios (2001) conducted research on “satisfaction with the job itself and satisfaction with promotion”. He suggested that job satisfaction and job promotion were significant predictors for the personal accomplishment. 2. Christopher Orpen (2001), *Management and Labor Studies*, Vol.16 No:1 Jan 2001 pp.10-12 3. Schlenker and Gutek (1987), “Effects of Role Loss on Work Related Attitudes” – *Journal of Applied Psychology*, Vol.72, No.2, P.287. 4. Koustelios, Athanasios (2001), “Organizational Factors as Predictors of Teachers Burnout” *Psychological Reports*, Vol.88, pp.627-634. Pestonjee (1999) explained that optimum level at which stress is functional is different for different persons and is dependent on a variety of factors like the personality of an individual, self-esteem, his educational background, authority to make decisions, control over various organizational and environmental variables and so on.

Hayashi (2006) has focused a study on “Job stress and absenteeism”. He stated that almost 10% of the workforce suffers from work related stress at one point of time and about 7 million working days are lost each year due to workforce stress.

Sparks et al., (2001) has given his abstract on “Work schedule and work environment” and stated that compressed work time schedules, flexible work hours increase satisfaction with the work environment and the work schedule itself.

Margaret Francis (2007) in her empirical study has made comments on “Stress Personality Relationship” Stress had been a noted problem among students for it evokes negative thoughts and feeling in a person. There has been a study of how personality influences stress which led to the finding that significant differences exist between low and high categories of stress. Low extraversion, high anxiety, etc., leadsto higher stress.

OBJECTIVES:

PRIMARY: To study an organizational stress management in Sathabishaa Engineering Industries Pvt Ltd, Uthiramerur.

SECONDARY:

- To study the factors that contributes stress for the employees.
- To know the relationship between employer and employee.
- To identify the causes of stress at workplace.
- To know the best relief method for employees in the organization.

RESEARCH METHODOLOGY:

RESEARCH DESIGN: The researcher has adopted descriptive research design

SOURCES OF DATA: Primary data are collected afresh and for the first time. In this study, primary data is collected through interview method using likert's 5 point scale. Secondary data is collected from internet, registers, records, journals, articles, magazines and annual reports of the organization.

QUESTIONNAIRE CONSTRUCTION: Questionnaires were constructed based Close ended questions and Multiple choice questions

RESEARCH INSTRUMENT: Questionnaire was the research data collection instrument

SAMPLING METHOD: Simple Random Sampling.

POPULATION SIZE: 89

SAMPLE SIZE: 50

DESCRIPTION OF STATISTICAL TOOLS USED: Percentage Analysis, Correlation, Weighted average method and Chi square test.

DATA ANALYSIS:

CORRELATION:

X- Experience at workplace

Y- Job enjoyment at workplace

H0: There is no significant relationship between experience and job enjoyment at workplace

H1: There is significant relationship between experience and job enjoyment at workplace

X	Y	X ²	Y ²	XY
3	18	9	324	54
21	25	441	625	525
13	7	169	49	91
13	0	169	0	0
0	0	0	0	0

TOTAL	788	998	670
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CORRELATION = ²²

= 670 / $\sqrt{788 \times 998}$

= 670/ $\sqrt{786,424}$

= 670/ 886.80

= 0.7555 is positive correlation

Hence **H0** is accepted so there is no relationship between experience and job enjoyment at workplace.

WEIGTED AVERAGE METHOD:

RANKING TOWARDS VARIOUS ATTRIBUTES IN THE ORGANISATION:

ATTRIBUTES	1	2	3	4	5	TOTAL
WORKING ENVIRONMENT	11	23	10	6	0	50
EMPLOYER,EMPLOYEE RELATIONSHIP	21	14	6	6	3	50
ENVIRONMENTAL SAFETY	16	19	12	3	0	50
JOB ENJOYMENT	18	25	7	0	0	50

SOLUTION:

POINT WEIGHTAGE	5	4	3	2	1			
ATTRIBUTES	1	2	3	4	5	TOTAL	AVG	RANK
WORKING ENVIRONMENT	11	23	10	6	11	200	20	4
EMPLOYER,EMPLOYEE RELATIONSHIP	21	14	6	6	21	212	21.2	3
ENVIRONMENTAL SAFETY	16	19	12	3	16	214	21.4	2
JOB ENJOYMENT	18	25	7	0	18	229	22.9	1

INFERENCE:

The above table refers that the company gives more weight age.

- First to the job enjoyment
- Second to the environmental safety
- Third to the employee and employer relationship
- Fourth to the working environment

This shows that employees are very much satisfied with the job enjoyment.

CHI-SQUARE TEST:

AIM: To find the level of significance of experience and job enjoyment in their organization

JOB ENJOYMENT EXPERIENCE	STRONGLY AGREE	AGREE	UNDECIDED	DISAGREE	STRONGLY DISAGREE	TOTAL
<1 year	5	2	0	4	1	12
1-3 year	3	1	0	2	1	7
3-5 year	7	3	1	2	0	13
above 5 year	2	0	10	1	5	18
TOTAL	17	6	11	9	7	50

FRAMING HYPOTHESIS:

Null hypothesis H0: There is no significance relationship between experience and job enjoyment in their organization.

Alternative hypothesis H1: There is significance relationship between experience and job enjoyment in their organization.

CALCULATION OF EXPECTED VALUE:

JOB ENJOYMENT EXPERIENCE	STRONGLY AGREE	AGREE	UNDECIDED	DISAGREE	STRONGLY DISAGREE	TOTAL
<1 year	4.08	1.44	2.64	2.16	1.68	12

1-3 year	2.38	0.84	1.54	1.26	0.98	7
3-5 year	4.42	1.56	2.86	2.34	1.82	13
above 5 year	6.12	2.16	3.96	3.24	2.52	18
TOTAL	17	6	11	9	7	50

CALCULATION OF X²VALUE:

OBSERVED VALUE (O)	EXPECTED VALUE (E)	(O-E)	(O-E) ²	(O-E) ² / E
5	4.08	0.92	0.84	0.20
3	2.38	0.62	0.38	0.15
7	4.42	2.58	6.65	1.50
2	6.12	-4.12	16.97	2.77
2	1.44	0.56	0.31	0.21
1	0.84	0.16	0.02	0.02
3	1.56	1.44	2.07	1.32
0	2.16	-2.16	4.66	2.15
0	2.64	-2.64	6.96	2.63
0	1.54	-1.54	2.37	1.53
1	2.86	-1.86	3.45	1.20
10	3.96	6.04	36.48	9.21
4	2.16	1.84	3.38	1.56
2	1.26	0.74	0.54	0.42
2	2.34	-0.34	0.11	0.04
1	3.24	-2.24	5.01	1.54
1	1.68	-0.68	0.46	0.27
1	0.98	0.02	0.0004	0.0004
0	1.82	-1.82	3.31	1.81
5	2.52	2.48	6.15	2.44
CALCULATED VALUE				30.9704

CALCULATION OF CHI SQUARE:

Table:

Degrees of freedom= (c-1)×(r-1)= (5-1)×(4-1) = 12

Tabulated value @ 5% significance and d.o.f of 12 = 21.026

RESULT:

Since the hypothesis value @5% significance is 21.026 which is greater than the calculated value 5.51, the null hypothesis is accepted.

FINDINGS:

- 44% of respondents are **above 25-30 age** and 20% of respondents are **below 40-45 age**.
- 72% of respondents are **male** and 28% of respondents are **female**.
- 42% of respondents are above **1-3 years experience** and 26% of respondents are below **3-5 year and above 5 years experience**.
- 36% of respondents are **under graduate** and 30% of respondents are **post graduate**.
- 50% of respondents are agreeing in their **job enjoyment** and 36% of respondents are strongly agreed in their **job enjoyment**.
- 48% of respondents are agreeing in their **current job satisfactory** and 36% of respondents are strongly agreed in their **current job satisfactory**.
- 40% of respondents are agreeing that job stress is because of **lack of security** and 26% of respondents are undecided in their **lack of security**.
- 46% of respondents are undecided in **environmental factors that contribute stress at workplace** and 18% of respondents are agreed in environmental factors that contributes stress at workplace.
- 38% of respondents are agreeing in their **working environment safety** and 32% of respondents are strongly agreed in their working environment safety.
- 36% of respondents are strongly disagreeing that **job affects their social relationship** and 32% of respondents are disagreed in same job affects of social relationship.
- 48% of respondents are agreeing that have a **little control over life at work** and 20% of respondents are strongly agreed that have a little control over life at work.
- 38% of respondents are agreeing and 26% of respondents are undecided in having **frequent argument with supervisors and co workers**.
- 36% of respondents are undecided and 26% of respondents are disagreeing in that stress **positively influences their job performance**.

- 44% of respondents are agreed and 24% of respondents are strongly agreeing in **handling job stress without help of others.**
- 36% of respondents are agreed and 18% of respondents are strongly agreeing that **time pressure creates stress at workplace.**
- 42% of respondents are strongly agreeing and 28% of respondents are agreed that there is a good **relationship between employee and co worker.**
- 40% of respondents are undecided and 30% of respondents are agreeing that **conflicts causes stress at workplace.**
- 26% of respondents are disagreeing and 20% of respondents are strongly agreed that **salary package causes stress at workplace.**
- 26% of respondents are agreeing and 22% of respondents are strongly disagreed that **workers plan for each day and work out that plan.**
- 46% of respondents are agreed and 38% of respondents are **satisfied with the stress management program.**

SUGGESTIONS:

Good relationship should be maintained in same order between employees and co workers. Causes of stressors at workplace should be reduced. It is recommended that same working environment condition& safety to maintain the employees' satisfaction. Try to find more and more stress prevention method in your organization. Organization should allow more opportunities to the employees to give suggestions or ideas at workplace. Focus on employees to reduce stress affects from their performance. Time pressure should be kept in control to reduce stress at work place. Make more effective in delegation of authority which helps to reduce the stress.

CONCLUSION :

The employees stress management is a leading fact that each and every organization should concentrate so that they can keep an eye on their performance and productivity. The

organizations should be a watch dog in the employees stress management process. All the employees regardless of his age, gender, experience, income, or any other priority should be treated equally and the business tactic of managing without any dissatisfaction is necessary. Today's organizations are becoming a learning organization by which the management learns from mistakes. This trend will definitely lead to empower employees which is the aspiration to SATHABISHAA ENGINEERING INDUSTRIES (P) LTD COMPANY .

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