

A STUDY ON STRESS MANAGEMENT OF EMPLOYEES IN VARIOUS SECTORS

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ABSTRACT

Employee stress is a growing concern for organizations today. Stress is defined as the emotional and physical strain caused by our response to pressure from the lively circumstances. 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.

Stress is not always negative. It may also bring out the best in individuals at times. It may induce an individual or employee to discover innovative and smarter way of doing things. But usually, the term stress has a negative implication and this negative aspect of stress is termed as distress. For instance, when a subordinate is harassed or warned by his superior unhappiness of unsuitable job etc....We can say that "stress causes some people to break and other to break record

INTRODUCTION

Stress is the way human beings react both physically and mentally to changes and situations in their lives. People experience Stress in different ways and for different reasons. The reaction is based on your perception of an event or situation. High levels of Stress can affect your physical and mental well-being and performance. The results of Stress are harmful to individuals, families, society and organizations which can suffer from organization Stress.

Stress in organizations is an extremely important phenomenon. It is generally associate with vital physiological and behavioral symptoms. Stress is the reaction that people take to excessive pressure or the types of demand placed on them. Stress is a demand made upon the adaptive capacities of the mind and the body.

Job Stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of the worker.

Stress is a fact of life, wherever you are and whatever you are doing. you cannot avoid stress, but you can learn to manage it so it doesn't manage you. Stress is a part of life. Everyone feels stress

at one time or another. The process of responding to stress is constant and dynamic and is essential to the person's physical, emotional and social wellbeing.

Situations that are likely to cause stress are those that are unpredictable or uncontrollable, uncertain, ambiguous or unfamiliar or involving conflict, loss or performance expectations. Stress may be caused by time limited events, such as the pressure of work, or by on-going situations such as family demands, job insecurities or long commuting journeys.

Resources that help to meet the pressures and demands faced at work include personal characteristics such as coping skills (for example, problem solving, assertiveness and time management) and the work situation such as a good working environment and social support. Once a person gets used to environmental factors and people with whom one generally works on a daily basis, there is no existence of Stress.

Today's work environment is one of constant & chaotic change, there needs to be dynamic stress management.

SIGNIFICANCE OF THE STUDY

The study of organizational stress management among employees in different sectors has much relevance in present situation. The employees play the vital role in every organization to make profitability. The main goal of this study is to analyse the job stress and suggesting methods for stress relief of employees in different sectors. By suggesting methods for stress relief to employees, the efficiency of the employees will raise and this helps to increase the productivity.

SCOPE OF THE STUDY

This study is conducted on employees of the various sectors of organizations in Kottayam district. This is not because of non-availability of resources but the nature of the study itself restricts. It studies the stress among employees in the organization and identifies the factors of stress.

STATEMENT OF THE PROBLEM

The employees play a major role in the organization to make production. The stress level of employees by different reasons may affect the efficiency of the organization. The study aims to identify the stresses of their employees on their job and to emphasis on the causes of stress and its impacts on their job and their health. The study also covers the stress relief techniques which we usually adopt.

OBJECTIVES OF THE STUDY

Objectives of the study are as follows:

1. To study the causes of stress among employees.

2. To analyses the impact of stress among employees.
3. To study the physical and behavioral consequences that result due to stress.
4. To identify the stress relief techniques.

RESEARCH METHODOLOGY

Research methodology is a systematic approach to solve the research problem. The study is mainly based on primary data and is collected with the help of questionnaire. Primary data is the data which is collected by researchers directly from main sources through survey, questionnaires etc...Secondary data sources are also used. Secondary data are collected from online database (internet), books etc. Sample size is fixed at 100, the presentation of the data, tables and charts are used.

LIMITATIONS OF THE STUDY

1. Limited sources of information as the study are mainly based on primary data.
2. The time period was not sufficient.
3. Some employees were reluctant to give correct information

REVIEW OF LITERATURE

1. Peter (2004)

A. Peter (2004) in his book Youth Entrepreneurship Everywhere explains youth entrepreneurship as a process of turning ideas into opportunities and opportunities into successful businesses through the practical application of one-to-one mentoring model, entrepreneurship awareness-building skills, personal empowerment skills, entrepreneurial/enterprise skills, business planning skills, business management skills, support services availing skills and business improvement skills.

2. Annapurna (2002)

Annapurna (2002) observed that the sickness was a product of low level of entrepreneurship, absence of facilitating environment and disorganized project evaluation process of credit Institution.

3. Badhai (2002)

Badhai (2001) in his book Entrepreneurship for Engineers defines entrepreneur as a person who has already started an enterprise or who is in the process of starting one. The author enlists the characteristics of an entrepreneur in Indian conditions as – need for achievement, risk taking attitude, need to influence others, ability to sense opportunities, positive self- concept, level of expectation, initiative, inclination to accept challenges, independent thought and action, problem

solving attitude, inclination for searching environment, time boundless, sense of dissatisfaction, result orientation, influence to get through bureaucratic red tapism, financial soundness etc.

4. Baker (2008)

Baker (2008) in the paper “Fostering a Global Spirit of Youth Enterprise” outlines the present challenge of youth unemployment and investigates the role that youth enterprise can play in tackling this challenge, before examining the opportunities for public and private sector collaboration to achieve meaningful social and economic change.

The author has elucidated the characteristics of a successful entrepreneur at length. According to him, there are many critical factors contributing success such as skills, innovative mind, providing completeness to the factors of production, decision making, creative personality, plan making, dynamic leadership, creator of wealth, self-confidence and ambitiousness, risk bearing, and adventurous.

5. Chinoso (2010)

According to Chinoso (2010) technical and vocational education are the only alternative forms of education and training that can guarantee entrepreneurship development and jobcreation for youths.

6. Krueger (2000)

According to Krueger (2000), entrepreneurial activity can be predicted more accurately by studying intention rather than personality traits, demographic characteristics

ANALYSIS AND INTERPRETATION

Data regarding the demographic features of the respondents, the various factors of stresses of employees, the reasons of stress, the outcomes of the stress factors and the stress relief techniques which are usually adopts are analyzed in this chapter.

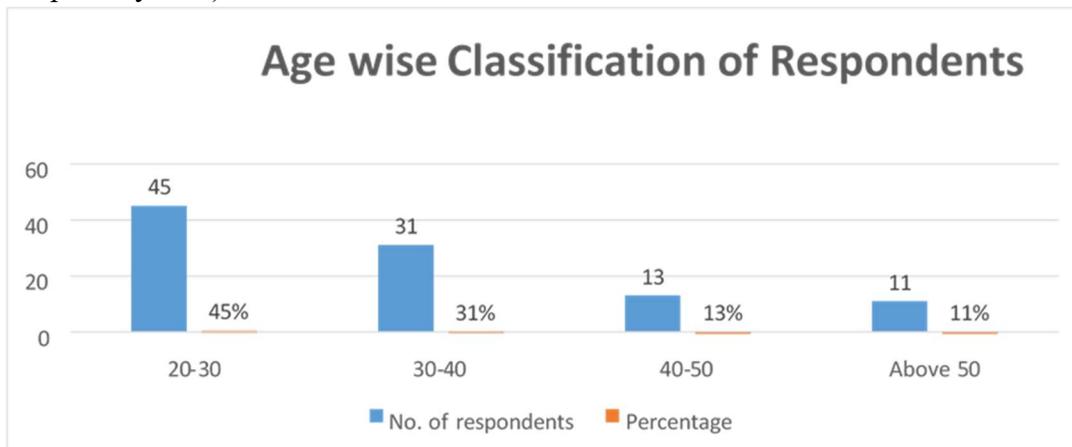
Table No: 3.1

Age wise Classification of Respondents

Sl. No	Age	No. of respondents	Percentage
1	20-30	45	45%
2	30-40	32	32%
3	40-50	13	13%
4	Above 50	10	11%

Total	100	100
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(Source: primary data)



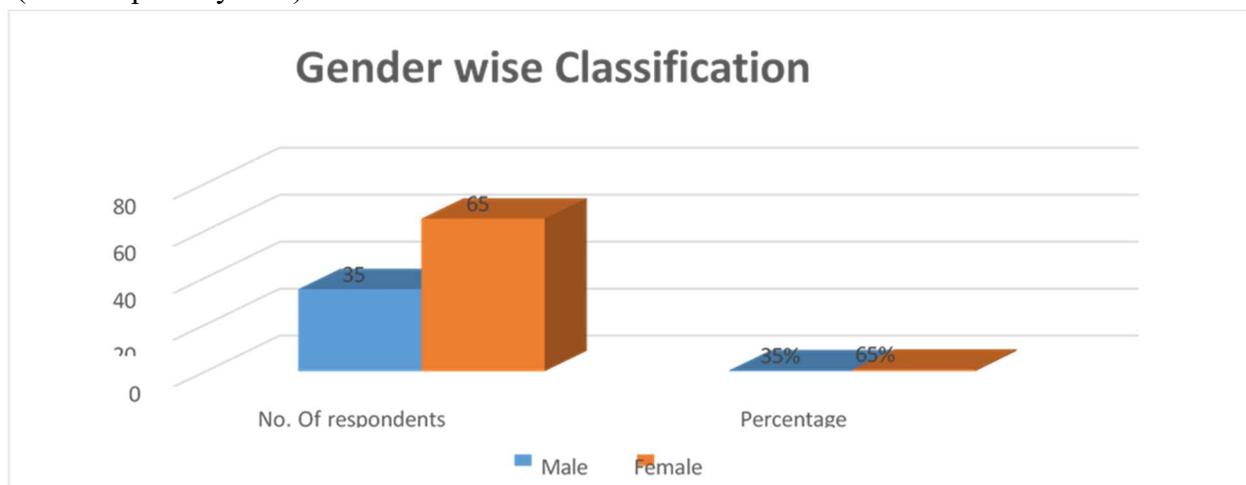
Interpretation

Out of the 100 respondents 45% of the respondents are aged between 20-30 years, 31% are aged between 30-40 years, 13% are aged between 40-50 years and 11% are age above 50 years

Table No: 3.2
Gender wise Classification

Sl. No	Gender	No. Of respondents	Percentage
1	Male	35	35%
2	Female	65	65%
Total		100	100%

(Source: primary data)



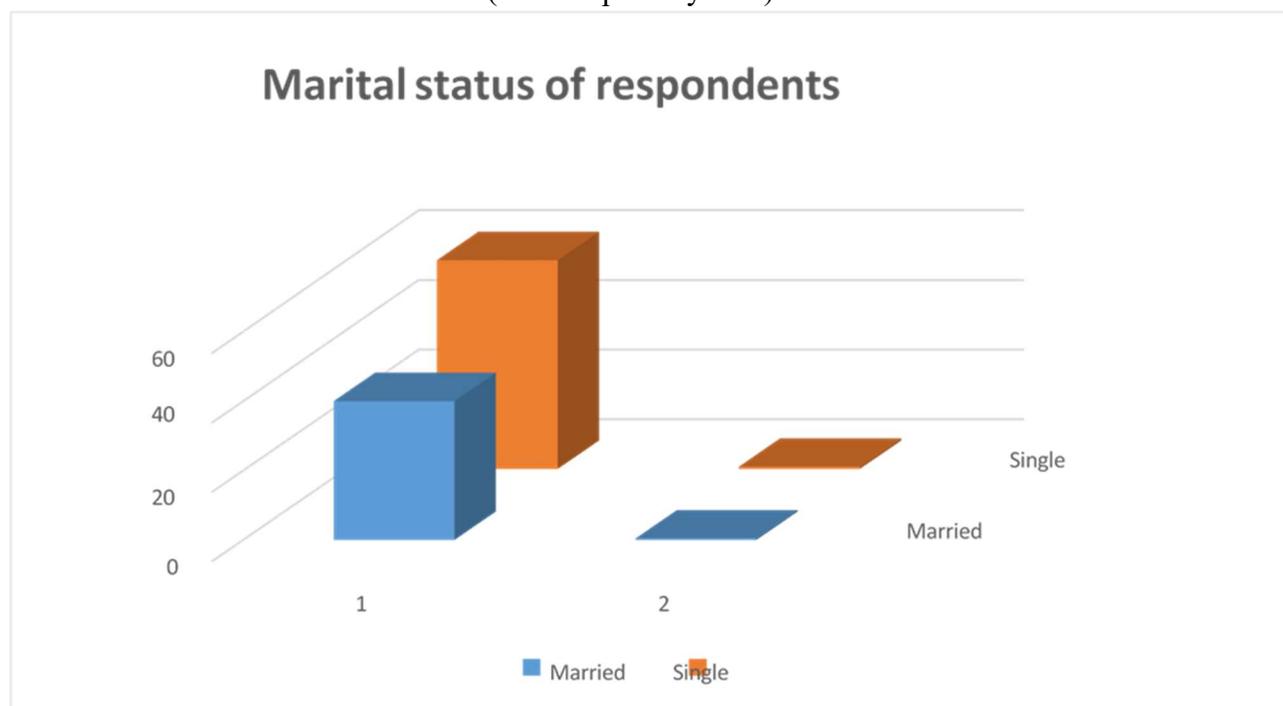
Interpretation

The above table shows that out of the 100 respondents, 35% of the respondents are male and 65% of the respondents are female.

Table No: 3.3
Marital status of respondents

Sl. No	Marital status	No. of respondents	Percentage
1	Married	40	40%
2	Single	60	60%
Total		100	100%

(Source: primary data)



Interpretation

The above table shows that out of the 100 respondents 40 are married and 60 are unmarried or single

FINDINGS, SUGGESTIONS AND CONCLUSION

This study was designed to understand the factors causing job stress and its impact on employees working in different organizations. The study was conducted during 2022-

2023. After discarding the missing and error data, 100 respondents' complete data were used to analysis the results of the study. Data were collected by using the self-administered questionnaire during January to February 2023.

The study was conducted with the following objectives:

- 1) To study the causes of stress among employees.
- 2) To analyses the impact of stress among employees.
- 3) To study the physical and behavioral consequences that result due to stress.
- 4) To identify the stress relief techniques.

FINDINGS

- 1) The responds belong to the age category 20-30 years are 35%, 30-40 years category are 15%, 40-50 years category are 40% and only 10% of the responds are above 50.
- 2) Gender wise classification reveals that the 75% of the respondents are female and only 25% respondents are male.
- 3) Out of 20 respondents 25% of the respondents are single, 75% of the respondents are married.
- 4) Classification based on types of organizations reveals that 50% of respondents are private sector employees and remaining 50% are working in public sector.
- 5) Educational qualification wise analyses reveals that is 20% of the respondents have only school education, 35% of the respondents hold degree, 30% of the respondents took PG, and 15% of the respondents have other qualifications like PhD, TTC etc.
- 6) Experience wise analyses reveals that majority of the respondents have experience above 3 years (60%). 20% have experience below one year, 10% of the respondents have 1-2 years' experience and 10% have for 2-3 years of experience.
- 7) 25% of respondents have the monthly salary below 10000, 35% have monthly salary between 10000-25000 and 15% are in between 25000 and 40000. Only 5% have monthly salary between 40000-50000 and 20% of respondents have above 50000
- 8) 100% of the respondents reveals that they have job stress.

- 9) 60% of the respondents are not satisfied in their job, only 40% are satisfied in their job.
- 10) Respondents feel that work time, attitude of superiors, absence of rest hours, remuneration, organizational climate etc. cause stress and needs modification.
- 11) 40% of the respondents agree that the family problems affect their job performance.
- 12) Headache and lack of sleep are the most common outcome of stress among respondents. 55% of the respondents are suffering from headache because of the job stress and 40% of the respondents are suffering lack of sleep and 5% of the respondents feel fatigue due to job stress.
- 13) Travelling is the most common method used by the respondents as a stress relief measure followed by listening music and entertainment.

SUGGESTIONS

- Make rearrangement of job scheduling easy for the employees, when required.
- Management should provide opportunities to the employees so they can discuss their concerns.
- The management should encourage mindfulness practices to the employees.
- Alteration must be initiated in work Time, attitude of superiors, rest hours and Remuneration etc....
- Improve employee autonomy and working conditions by management.

CONCLUSION

The present study was conducted on the stress of employees in the different organization sectors. The aim was to find the causes and impacts of stress among employees in order to find the stress relief techniques. This was done using questionnaire. It seems that everyone in today's workplace is under more pressure study shows that managing stress is a growing challenge. People usual think of stress as something entirely negative, but as we have seen, stress has tangible benefits when managed properly.

Again, the critical task for managers is to gain a better understanding of stress in the workplace, in their organizations, and in their employees. Anyone in a position of organizational or team leadership should be tracking the issue of stress. In general, good management practices will likely reduce unhealthy stress by improving employees' autonomy, work conditions, schedules and encouraging mindful practices etc...

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