



## STRESS MANAGEMENT AMONG THE EMPLOYEES OF CEMENT INDUSTRY

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### **Abstract**

*This is evident from observations and through research that employees in every sector of economy is going through a great deal of job stress resulting in deteriorating the performance of employee. Thus affecting the employees themselves, their families and the organizations. Stress in organizations is a wide-spread phenomenon with far-reaching practical and economic consequences. Job stress can be defined as an employee's awareness or feeling of personal dysfunction as a result of perceived conditions or happenings in the workplace. Employee's psychological and physiological reactions caused by these uncomfortable, undesirable, or threats in the employee's immediate workplace environment. The purpose of this study is to check the impact of stress on the performance of cement industry employees. In carrying out this study, random sampling technique is used to select 200 employees. The relevant data is collected using structured questionnaire, descriptive and correlation analysis is conducted to check the relationship between stress and performance. The findings are revealed that the job stress.*

**Keywords:** *Job stress, Job performance, Cement industry, Stress Management.*

### **Introduction of the Study**

Stress is the work place and the consequent physical and psychological health of the workforce is a prominent area of corporate concern. The study of stress is important both for the individual and for the organizations because of its deleterious effects. The distress resulting from mismanaged stress may be manifested by physiological, psychological and behavioral problems for the individual when health is taken in its border meaning as a complete physical, mental and social well-being and not merely the absence of disease it is apparent that the health consequences of stress can be numerous. Since reducing or managing stress is the essence of coping, an understanding or coping can aid in affiancing the benefits of dealing with stress successfully.

We all experience stress all at same point in our daily life. Since, stress has positive effects and sometime it can be harmful. Since, stress can be positive and negative understanding it is critical. Having enough stress to line to work at an effective level creates satisfaction, a sense of well-being and accomplishment on the other hand excessive stress can result in loss of efficiency, failure to perform well and affects the mental and physical health. So, we need a balance in stress to live and work. Stress is dangerous and its effect may range from manageable to unmanageable.

### **Objectives of the Study**

**Primary Objectives:** To study the level of stress among the employees of cement industry.

### **Secondary Objectives**

1. To study the important ways that helps to reduce the stress.
2. To study the factor highly influenced towards stress.
3. To study the association between the personal profile factors and level of stress in accordance with personal factors, family factors, official factors and various measures.

### **Scope of Study**

The study highlights the strategies practiced by the employees of the company to manage the stress under the study. It covers the problems faced by the employees. It also covers the stress due to various factors. Appropriate remedial measures have also been given to stress. It takes only the sample size 200. It is only applicable in India cements limited.

### **Limitations of the Study**

1. The study covers only the employees of cements industry.
2. It was very difficult to collect the information from the employees, because the employees were busy with their work schedule.
3. The time of the study was very short period.
4. Due to prejudice, respondents might have given false information which learns to biased conclusion.
5. The study is not comparative in nature.



### **Review of Literature**

Regarding stress management the various researcher found out in various stress in bank employees are as follows.

**Amodio (1981)** from his study of 181 samples found 80% suffered from stress. Employee's customer, Employee administrator and Employee administrator rules and regulations were the most significant factors related to stress. Other important factors were customer characteristics, administrative incompetence and inflict and professional disillusionment and isolation.

**Booth, Allene B (1987)** interviewed 25 bank employees to identify factors which lead to employees stress. Twelve categories emerged from the study as stresses that pushed employees to moderate and high levels at stress. The twelve categories were grouped as interpersonal stressors and environmental stressors.

**Coxtom (1977)** have reported the results of a study comparing of banks employees with 100 semi professionals matched for sex age and marital status. This study was conducted in the Nottinghamshire and Derbyshire areas. In response to the open ended question, which are the main sources of stress in your life.79% of the bank employees mentioned were only 38% of the total non employees did so.

### **Research Methodology**

Research Methodology is a systematic way to solve a research problem; It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study was conducted at India cement s limited

### **Research Design**

"A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure". The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

### **Method of Collection**

The study basically uses primary and secondary data. Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc. Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research. Secondary data provides economy in time and cost. It is easily available and unbiased. Secondary data may either be published data or unpublished data. For this study secondary data were collected from the annual reports of the company and from the company website. The study depends mainly on the primary data and secondary data namely the text books, journals, newspapers, magazines and internet.

### **Sampling Population**

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees job stress factors cement industry

**Sample Size:** The study based only on the opinion and expectation of consumer. Total number of sample taken for the study is 200 respondents.

**Sample Design:** Convenience sampling techniques were used for the study.

### **Tools Used**

#### **Statistical Tools Used**

#### **Statistical tools**

The commonly used statistical tools for analysis of collected data are:

1. Percentage analysis
2. Chi Square.



**Data Analysis and Interpretation**  
**Classification On The Basis of Job Responsibility**

Job responsibility	Respondents	Percentage %
Routine work	62	31
Result oriented	32	16
Growth oriented	72	36
Risk oriented	34	17
<b>Total</b>	200	100

**Inference**

The above table indicates that 31% of the respondents are doing their perceive routine work, 16% of the respondents are perceive result oriented, 36% of the respondents are perceive growth oriented, 17% of the respondents are perceive risk oriented. Majority of the respondents perceive that their work is growth oriented.

**Classification on The Basis of Work Load**

Content	Respondents	Percentage %
Relaxed	116	58
Normal	44	22
Burden	40	20
<b>Total</b>	200	100

**Inference**

The above table clearly indicates that 58% of the respondents are feel relaxed, 22% of the respondents are feel normal, 20% of the respondents are feel burden. Majority of the respondents are feeling relaxed about their work.

**Chi – Square:** Age and Satisfaction of the employee’s work environment.

**Null Hypothesis (H<sub>0</sub>):** Age has no significant relationship with level of Satisfaction of the employee’s work environment.

**Alternative Hypothesis (H<sub>1</sub>):** Age has significant relationship with level of Satisfaction of the employee’s work environment.

Age	Highly satisfied	Satisfied	Average	Dissatisfaction	Total
Below 30	34	42	19	11	106
31 – 40	16	15	10	13	54
41 – 50	8	7	5	2	22
Above50	6	8	4	0	18
<b>Total</b>	64	72	38	26	200

**Observed Frequency**

Chi – Square  $X^2 = \sum (O - E)^2 / E$   
= 13.99

Degrees of freedom = (r-1) (c-1)  
= (4-1)(4-1)  
= (3) (3)  
= 9

Level of significance = 5%

Calculated value = 13.99

Table value = 16.919



### Conclusion

The above table shows that the calculated value is less than the table value. So it is concluded that the alternative hypothesis are not accepted and null hypothesis are accepted. Therefore it is concluded that there is significant relationship between the age and job satisfaction.

### Findings

1. From the result it is found that 37% of the respondents are male.
2. From the result it is found that 40% of the respondents age is 41-50.
3. From the result it is found that 45% of the respondent's income level is below Rs. 10,000.
4. From the result it is found that 36% of the respondents belong to UG.
5. From the result it is found that 64% of the respondents are not committed any mistake while working.
6. From the result it is found that 54% of the respondents feel little pressure.
7. From the result it is found that 36% of the respondents perceive that their work is growth oriented.
8. From the result it is found that 58% of the respondents are working at extra time.
9. From the result it is found that 58% of the respondents are feel relaxed about their work.
10. From the result it is found that 36% of the respondents are feels satisfied in their work environment.
11. From the result it is found that 38% of the respondents are satisfied in the working hours.
12. From the result it is found that Majority of the respondents ranked as first for self-development as a factor to reduce their stress.
13. From the result it is found that 44% of the respondents feel good in recognition from superiors.
14. From the result it is found that 48% of the respondents express that agree the freedom for suggestion.
15. From the result it is found that 52% of the respondents state that basis for promotion is performance.
16. From the result it is found that 55% of the respondents agree that the present job helps for knowledge.

### Suggestions

1. Before formulating policies, it is advisable to an organization; to have discussion with its employees otherwise it will produce negative results.
2. People should not be forced to finish the target, should be given extra time to the slow –performing workers.
3. Most of the respondents felt that there does not exit mutual understanding within the employees groups. In this regard management shall take necessary steps for building a team sprit among their employees groups.
4. The organization may arrange for cultural and festival celebration for the employees which relives the employees stress and provide a free hand working environment within the industrial region.
5. If the management creating positive images and counseling, it reduce the stress and also increase confidence in working environment.
6. Set realistic academic and personal priorities. periodically don't overload the employees with unimportant tasks.

### Conclusion

Stress is an unavoidable feel which cannot be eliminated from a living being day to day life, but the level of stress gets varied from one individual to other based on the environment. Stressors in any form level are capable of creating an ill effect to any living beings. Hence any species in this mother earth for cannot be excluded from this nature's theory. By managing both external and internally posed stress, over the employees using good psychological some techniques, the intended results can be elicited.

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