



## A STUDY ON STRESS MANAGEMENT AMONG THE EMPLOYEES OF ELECTRICALS COMPANIES IN INDIA

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### **Abstract**

*The common expression for stress is tension one is said to tense, when there is some anxiety, some fear whether it describes the thing may happen, whether something may go wrong, etc. It is a state of discomfort feel the mind and experienced by the body, when there is tension, the body may become weak. Stress managements is a broad term which encompasses education, facilitation and training in the impact that stress is having on an individual or group. The field of stress managements teaches and promotes skills to relieve the accumulated. Stress is an unavoidable feel which cannot be eliminated from a living beings' day to day life, but the level of stress gets varied from one individual to other based on the environment. By managing both external and internally posed stress, over the employees using good psychological some techniques, the intended results can be provoked.*

**Keywords:** *Stress Management, organisational structure, leadership, Life style.*

### **Introduction**

In organisations frequent causes of stress are task demands, role demands, interpersonal demands, organisational structure, organisational leadership and organisation's life cycle. Task demands are factors related to a person's job. They include the design of the individuals' job, working conditions and the physical layout. Assembly lines can put pressure when their speed is perceived as excessive. The more interdependence between a person's task and the task of others, the more potential stress there is. Jobs where temperatures, noise or other working conditions are dangerous or undesirable can increase anxiety. So, too can working in an overcrowded room or in a visible location where interruptions are constant. Security is another task demand that can cause stress. Someone in a relatively secure job is not likely to worry unduly about losing that position. On the other hand, the job security is threatened stress can increase dramatically. The final task demand stressor is overload. Overload occurs when a person simply has more work to do than he or she can handle. The overload can be either quantitative (the individual has too many tasks to perform or too little time in which to perform them) or qualitative (the person may believe that she or he lacks the ability to do the job). We should also note that the opposite of overload might also be undesirable. As figures shows low task demands can result in boredom and apathy just as overload can cause tension and anxiety. Thus, a moderate degree of workload-related stress is optimal, because it leads to high levels of energy and motivation. Role demands include role conflict, role ambiguity, role erosion and role overload. Role conflict occurs when an individual receives competing and conflicting expectations from others. Role ambiguity results from having unclear expectations. Role erosion arises when the functions of one incumbent are performed by someone. Role overload occurs when there are too many expectations than one is able to fulfill. All these role demands are stressors.

### **Reviews**

Murphy (2015) explains five categories of workplace stress such as factors unique to the job, role in the organization, career development, interpersonal work relationships, and organizational structure or climate. These categories reveal that stress can occur particularly when there is a disagreement between the employee and the job demands placed on that employee. Actually, when the employee cannot



control to the situation, the tolerable challenging stress becomes distress. Role-related stressors comprises of conditions where employees have problem to understand, reconcile or perform the various roles in their lives. Three types of role-related stressors are role conflict, role ambiguity, and work intensification. Employees are more stressed when they lack control over how and when they carry out their tasks as well as over the pace of work activity. Work is more worrying when it is paced by a machine, involves monitoring equipment, or the work schedule is controlled by others.

Stress Management: (Zimbardo et al., 2015) Stress is obvious and employees have to adapt to stress in such a way that they are no longer aware of it. Companies can effectively manage stresses by removing the stressors that cause needless tension and job burnout. Other stress management strategies may keep employees "stress-fit," but they don't solve the fundamental causes of stress. Organizations manage stress by investigating the main causes of stress in their workplace. Another suggestion is to change the corporate culture and reward systems so they support a work-life balance and no longer reinforce dysfunctional workaholism. More generally, the most effective ways to remove workplace stressors is to empower employees so that they have more control over their work and work environment. Role-related stressors can be lessened by selecting and assigning employees to positions that match their capabilities. Noise and safety risks are stressful, so improving these conditions would minimize stress in the workplace. Workplace bullying can be minimized through clear guidelines of behaviour and feedback for those who infringe those standards. There are three levels of stress that include episodic stress, and chronic stress (Lazarus, 2015). Each level of stress exhibits emotional and physiological symptoms. Acute stress occurs when new demands, pressures, and expectations are placed on an individual and these demands place their stimulation levels above their threshold of adaptability. These demands can be in the form of receiving impractical work demands, unanticipated meetings that frustrate attempts to get work completed, and other situations that might cause frustration but generally occur for a short period. Symptoms of acute stress are emotional disturbance such as increased anxiety, worry, frustration, and hostility. Physical symptoms of acute stress can include fatigue, increased blood pressure, rapid heart rate, dizziness, headaches, jaw pain, back pain, inability to concentrate, and confusion. With acute stress there is a clear onset and offset of symptoms.

Episodic stress includes the norms for acute stress. The stress is experienced regularly and consistently in multiple episodes. The person who experiences episodic stress will tend to show belligerence, low tolerance, impatience, and a sense of time urgency. The symptoms are more similar to the acute stress. Persons who experience episodic stress are at risk for heart disease, chest pain, asthma, hypertension, and persistent headaches (Lazarus, 2015).

Scott-Ladd and Marshall (2015) emphasized that participative decision making contributes to performance effectiveness and led to greater gains in the workplace whereas as reflected by researcher Ballout (2015) the Individual-specific variables will be more likely to predict family to work conflict and perceived career success, while work-specific variables will be more likely to predict work-to-family conflict and career success. The employees and employers have to identify appropriate strategies for balancing work and non-work domains in such a way that employees strive to perform work and family roles successfully, and employers ensure that employees have the necessary infrastructure and tailored-made family supportive programs to encourage them to achieve dual-success: success in family relationships and success in careers.

Selye (2016) says that stress is a nonspecific response of the body to a demand. If an employee gets a work load than they can handle, they will get stress. But the level of stress is differing from employee to



employee. If the stress is continuing for a longer period it will lead to mental, physical and behavioral problems. Another level of stress is chronic stress which is characterized by the accumulation of stressors that continue and are long-standing. Chronic stress is related with family problems, poverty, long-term illness (Lazarus, 2016). It also occurs when there is job strain (Broadbent, 2016). Hans Seyle (2016) described a three-stage general pattern of physical responses as a result of chronic stressors. Stress is not merely a physiological response to a stressful situation. Stress is an interaction between that individual and source of demand within their environment (Long, 2016). The employee must observe the situation that is threatening. Perception of the situation occurs at the level of cognitive assessment. The employee's emotional, cognitive, behavioural, and physiological response to stress has a direct association to the characteristics of the stressor, the resources the employee has to safeguard the stressor, and the employee's personal characteristics.

To be consider job stress to be the result of those factors in an organization that cause stress for the individual employee, and in turn, have negative organizational consequences. For example, because of organizational needs or changes, factors such as increased workloads or changes in reporting relationships may occur. Such changes to the organizational climate or structure may precipitate a stressful environment among the employees. The management of the stress of the employees in the job is very difficult problem. The employees' job stress may cause negative consequences, including absenteeism, burnout, lack of trust, performance problems, or an erosion of positive communication and interaction. The study is to be conducted to know the level of stress among the employees, awareness about the stress, work load of the company, the level of stress in accordance with personal factors, family factors, official factors and suggestions for improving organization effectiveness in order to reduce the stress among the employees.

### **Research Methods**

Research refers to a search for knowledge. It is a systematic method of collecting and recording the facts in the form of numeric data relevant to the formulated problem and arriving at certain conclusions over the problem based on collected data. In the research design we have used descriptive, data collection has been both primary and secondary, sampling procedure is simple random sampling as well as size of sample is 98 and scaling Likert practice have been done.

### **Results and Conclusion**

The above table shows that 9% of respondents are in the age group of below 21 years, 38% of the respondents are in the age group of 21-30 years, 27% of the respondents are in the age group of 31-40 years, 12% of the respondents are in the age group of 40-50 years and 14% of the respondents are in the age group of above 50 years. Thus, the majority of the respondents are in the age group of 21-30 years.

86% of respondents are low level employee, 9% of the respondents are middle level employee and 5% of the respondents are higher level employee as their designation. Thus, the majority of the respondents are low level employee as their designation. 16% of respondents have below Rs.10,000, 24% of the respondents have Rs.10,000-Rs.15,000, 30% of the respondents have Rs.15,001-Rs.20,000, 25% of the respondents have Rs.20,001-Rs.25,000 and 5% of the respondents are above Rs.25,000 as their income level. Thus, the majority of the respondents have Rs.150,001-Rs.20,000 as their income level.

The following data 40% of the respondents said that strongly agree, 35% of the respondents said that agree, 7% of the respondents said that neutral, 10% of the respondents said that disagree and 8% of the



respondents are strongly disagree towards salary package affect stress level. Thus, the majority of the respondents said that strongly agree towards salary package affect stress level.

The subsequent data 23% of the respondents said that strongly agree, 28% of the respondents said that agree, 32% of the respondents said that neutral, 8% of the respondents said that disagree and 9% of the respondents are strongly disagree towards rewards leads to stress. Thus, the majority of the respondents said that neutral towards rewards leads to stress.

The consequential data 34% of the respondents said that strongly agree, 21% of the respondents said that agree, 24% of the respondents said that neutral, 11% of the respondents said that disagree and 10% of the respondents are strongly disagree towards career development counselling on job progression. Thus, the majority of the respondents said that strongly agree towards career development counselling on job progression.

Stress is an unavoidable feel which cannot be eliminated from a live being's 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. In jobs where concentration is a rare commodity, there are various solutions to creating the periods of flow that sustain good performance. Solutions include working from home, or setting aside parts of the day as quiet periods. Another solution might be to delegate the activities that require the greatest levels of concentration, allowing the manager to concentrate on problems as they arise, serving to create a flow of its own. In the company, employees are satisfied with the working hours, workload, working environment and grievance handling mechanism etc. Employees are working relaxed and stress level is not high. Most of the employees are using meditation to overcome from their stress. Employees are the assets of the company. They contribute their time and knowledge towards the job. They are the main reason for the company to increase sales and service satisfaction to the customers. The employees should have the peaceful mind to provide satisfied service to the customers. When employees work without stress in the organization which leads to increase in productivity. This enables the firm to compete the competitors and make the firm to survive in long term. It provides benefits to the employees and shareholders to get returns from the company.

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