



A STUDY ON EMPLOYEES STRESS MANAGEMENT WITH SPECIAL REFERENCE TO THE SALEM CO-OPERATIVE SUGAR MILLS LTD., IN MOHANUR

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Abstract

Stress has become a major concern of the modern times as it can cause harm to employee's health and performance. Work related stress costs organization heavy loss. So, it become necessary for every organization to know the factor causing stress among the employees as well as how they cope up with stress to the employee more participative and productive. This research study was conducted to find out the factor causing stress among employees and to know how they cope up with stress. The Research design used for this study is descriptive research. The primary data has been collected through questionnaires method. The sample design used in the study was convenience sampling Technique with a sample size of 200. The collected data has been analyzed through various tools such as percentage Analysis, Chi-Square Test & ANOVAs, and Factor Analysis.

The study clearly pointed out that personal and work related issues are key behind the employee stress. Further Employee stress management strategies are much related and depending upon the Nature, duration and its intensity. Further the study suggested in that the employees shall given power and Authorization to enable performing their jobs more effectively. At the individual level, employee should not rely on emotion focused stress management strategies because these strategies are not able to mitigate stress.

1. Introduction of the Study

'STRESS' in this twenty first century is not something new, not anything unknown. Stress has been experienced since time immemorial, but its toll is higher than ever before. Claims for stress are twice as high as those paid for non- stress physical injury at the work place. In every business, man power is the prime causes for the success of the company. The factors that affect the performance of the employee in the work stress. Problems caused by the stress for the employee's leads to unhealthy life such as headache, backache, heart diseases etc.

Job stress in organizations is widespread. Extensive research shows that excessive job stress can adversely affect the emotional and physical health of workers. The result is decreased productivity, less satisfied, and less healthy workers. This paper will first discuss the symptoms and causes of stress, and then explore ways in which managers might reduce stress in themselves and their subordinates.

In today's changing and competitive work environment, stress level is increasing both in the Workers as well as the Managers. As result of this work stress more and more Managers are showing signs of chronic fatigue and burnout. Research has concluded that stressed out Managers are not good for their companies or shareholders. In most cases stress leads to reduced efficiency in even the best individuals, which in turn leads to reduced productivity.

Objectives

1. To identify the factors causing stress among the employees.
2. To trace out the kind of stress and its level among the employees.
3. To study the impact of organizational factors that contributes stress among the employees

Review of Literature

Srivastav A.K. (2010)¹The articles focus on the nature of role that causes stress. It says role performance encountered the problems of stress so they should be tried to reduce or eliminated. The nature of role stress was found to be hetero- geneous which cannot be dealt with one uniform solution or intervention as a whole. Hence, specific problem related so- lution or interventions should be adapted for better organi- zational performance and effectiveness.

A. Y. Tatheer (2013)² Majority of the bankers of Pakistan claim that they are highly stressed because of their jobs that not

¹ Srivastav A.K. (2010), "Heterogeneity of role stress", Vol. 18 Issue 1, June 2010, Research and Practice in Hunnan Resource Management

² A. Y. Tatheer (2013), "Stress Management in Private Banks of Pakistan" Journal of Emerging Trends in Economics and Management Sciences, 2013 (JETEMS) 4(3):308-320



only affect their performance in banks but also equally affect their health and personal life. They also declare that the organizational politics and bureaucracy are the main reasons of stress in their banks.

Michailidis M. and Georgiou Y. (2005)³ The author focus on the degree of occupational stress that is influenced by the factors like level of education, various patterns of their relaxation and any other habits like drinking or smoking . The implications say that consuming alcoholic drinks is the main factor that determines the degree of occupational stress in an individual.

Conclusion

Stress may impact in various activity by the way of reduce productivity, reducing profits, poor work environment, distribute the interpersonal relations, decreased job interest, increased sickness, workplace violence, poor quality in production, delay in every activity and poor image for the company. In other words, the cost of stress is very high in both human and financial terms. Thus, it is important to address various related to issues at the workplace. Finally the researcher found that the employees having stress in their workplace.

An individual may use a Variety of stress of stress management strategies depending upon the nature, duration and intensity further. Irregular eating and sleeping, alcohol, smoking have been identified as the major reasons for stress being used by the respondents of the present study.

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³ Maria Michailidis and Yiota Georgiou (2005), “Employee occupational stress in banking”, *Work* 24 (2005) 123–137