



“A PROBE ON STRESS MANAGEMENT AMONG PRODUCTION INDUSTRIES' EMPLOYEES”

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ABSTRACT

This research on stress management in manufacturing workers helps workers identify the factors that cause work stress and the impact of stress on them in the workplace. The study also examined how the organization manages this type of employee face stress and recommended remedial programs for the workplace itself. This study is conducted using a descriptive study design methodology and data is collected from primary and secondary sources. The questionnaire method is used as the primary data collection method for the study, and a sample of 120 employees was selected for data analysis. The results are analyzed and interpreted, interference by simple percentage analysis, ANOVA, and t-test. Data analysis and interpretation are collected and presented in the form of charts.



KEYWORDS : *Stress Management, Work Stress, Production.*

INTRODUCTION

Stress is one of the pervasive problems in organizations. Stress at work is such an important aspect that it is considered a monster and has many employees in its clutches. For this reason, this topic is gaining importance day by day and is being taken seriously by more and more companies in the workplace. Work stress must be properly identified at the right time and action taken to control work stress among employees. Because of the importance of work-related stress mentioned above, it is worth conducting research into work-related stress among workers in the manufacturing industry in order to develop industries and successfully predict futures in the workplace.

Literature Review:

Yan, H. and Xie, S. (2016): Define stress as a set of physiological, psychological, and behavioral responses caused by the sustained effect of one or more stressors on individuals in an organization.

Latiff et al. (2016): Emphasized that muscle tension and increased heart rate associated with hypertension are caused by stress leading to gastrointestinal, cardiovascular, respiratory, musculoskeletal, skin, immune, and psychological disorders in work organizations.

Dr. P. Kannan & Suma. U (2015): To manage stress, an organization must encourage employees to develop and implement employee training activities. Training specific to policy and policy implementation is a key priority for success. Stress in the banking sector is mainly due to excessive work pressure and the lack of work-life balance in the organization should support and encourage them to take on roles that help them balance work and family life.

Karthik R. (2013): Employee performance at work is influenced by stress, which can be positive or negative work stress. Employees perform best when exposed to low to moderate levels of stress. Therefore, in an effort to reduce stress levels, not eliminate stress completely, we need to implement some kind of work organization program for employees to reduce stress at work.

Y. Tatheer (2013): Most bankers in Pakistan report that they are highly stressed from their work, which affects not only bank performance but also employees' health and personal lives. They also claim that the main source of tension in their banks is organizational politics and bureaucracy.

Research Methodology:

- **Research Project:** The approach taken in these studies is descriptive.
- **Types of Data Collected:** Primary data were collected using a structured questionnaire, while secondary data were drawn from books, journals, and registers.
- **Sample size:** A sample of 120 employees was selected for the study.
- **Analysis Tools:** After data collection, a questionnaire analysis is performed and a tabular method is used. Tabulation is a manipulation technique that classifies data and presents it in the form of tables. The resulting tables were analyzed using statistical tools such as
 - ✓ Simple percentage analysis
 - ✓ ANOVA method
 - ✓ T-test

Objectives:

Analysis of work-related stress among workers in the manufacturing industry, that is identification of stressors in workers in this study on the effects of stress on workers in the manufacturing industry, that is determining the method of overcoming the effects of stress on workers | Importance of stress management in the manufacturing industry.

Outcome and Consequences:

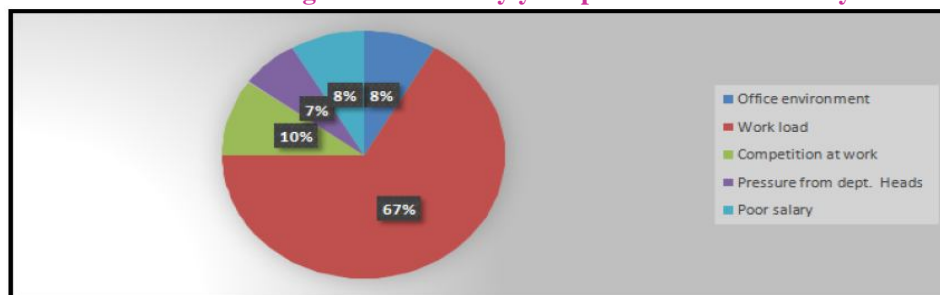
Assessment of Data and Findings:

Table 1: Outlining the reasons why your work stresses you out

| Opinion | No.of Respondents | Percentage |
|------------------------|-------------------|------------|
| Officeenvironment | 10 | 8 |
| Workload | 80 | 67 |
| Competitionat work | 12 | 10 |
| Pressurefromdept.Heads | 8 | 7 |
| Poorsalary | 10 | 8 |
| Total | 120 | 100 |

Source: Primary data

Chart 1: Chart outlining the reasons why your present work stresses you out.



Interpretation:

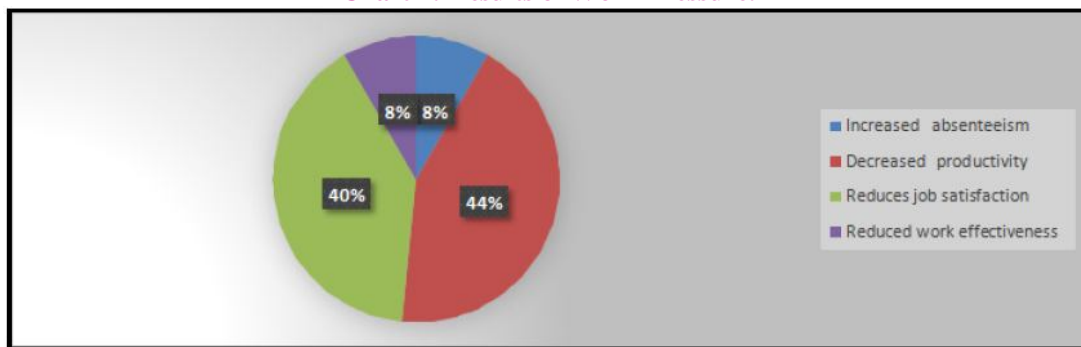
According to the aforementioned table and graphic, 8% of workers experience stress as a result of their workplace environment, 7% report feeling pressure from department heads, 10% report feeling competitive at work, 8% blame a low wage, and 67% blame their workload.

Table 2: Outlining the Impact of Workplace Stress.

| Opinion | No.of Respondents | Percentage |
|----------------------------|-------------------|------------|
| Increased absenteeism | 10 | 8 |
| Decreased productivity | 52 | 44 |
| Reduces job satisfaction | 48 | 40 |
| Reduced work effectiveness | 10 | 8 |
| Total | 120 | 100 |

Source: Primary Data

Chart 2: Results of Work Pressure.



Interpretation:

The accompanying table and illustration demonstrate that the two main consequences of job stress are a fall in productivity and a reduction in job satisfaction.

One-Way Analysis

H0 (Null Hypothesis) = There is no correlation between respondents' ages and their perceptions of the current workplace climate.

H1 (Alternate Hypothesis) = There is a significant correlation between respondents' ages and their assessments of the current workplace climate.

Table 3: Respondents' ages and thoughts on the current organizational climate.

| Descriptive | | | | | | | | |
|--|------------|--------------|----------------|--------------|----------------------------------|--------------|-----------|------------|
| Respondents opinion about present organizational environment | | | | | | | | |
| Age | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
| | | | | | Lower Bound | Upper Bound | | |
| Below 30 | 23 | 1.565 | 1.1995 | .2501 | 1.047 | 2.084 | .0 | 4.0 |
| 30-40 | 27 | 1.370 | 1.1485 | .2210 | .916 | 1.825 | .0 | 4.0 |
| 40-50 | 25 | 1.320 | 1.0296 | .2059 | .895 | 1.745 | .0 | 4.0 |
| 50-60 | 45 | 1.289 | .9444 | .1408 | 1.005 | 1.573 | .0 | 4.0 |
| Total | 120 | 1.367 | 1.0527 | .0961 | 1.176 | 1.557 | .0 | 4.0 |

| ANOVA | | | | | |
|--|----------------|------------|-------------|------|------|
| Respondents opinion about present organizational environment | | | | | |
| | Sum of Squares | df | Mean Square | F | Sig. |
| Between Groups | 1.234 | 3 | .411 | .365 | .778 |
| Within Groups | 130.633 | 116 | 1.126 | | |
| Total | 131.867 | 119 | | | |

HO > H1: H0 is accepted.

Interpretation:

As a result, there is no connection between respondents' ages and opinions about the current organizational environment.

T-TEST:

Table 4: The respondents' gender and their opinions about the company's monitor and non-monitor pay

H0 (Null Hypothesis) = There is no correlation between respondents' gender and how they feel about receiving monitor- and non-monitor-related pay for their job in the organization.

H1 (Alternate Hypothesis) = There is a significant association between respondents' gender and how they perceive their remuneration for monitor and non-monitor labor in the organization.

| Group Statistics | | | | | |
|------------------|---------------------------------------|---|------|----------------|-----------------|
| | Relation with monitor and non-monitor | N | Mean | Std. Deviation | Std. Error Mean |
| Gender | 1.0 | 6 | .7 | .4600 | .0869 |
| | | 6 | 14 | | |
| | 2.0 | 3 | .6 | .5045 | .1521 |
| | | 4 | 36 | | |

| Gender | Mean value | T value | Sig value |
|---------------|------------|---------|-----------|
| Male | .714 | .463 | .407 |
| Female | .636 | .445 | |

Interpretation:

Based on the data analyzed above, the p-value is 0.407, which is above the 0.05 significance level, so the null hypothesis should be rejected and the alternative hypothesis accepted. So there is a significant influence between the gender of the employees and their attitude towards the remuneration of responsible and non-responsible employees in the company.

Results:

Work stress affects employee performance. Decreased productivity and decreased job satisfaction are factors that can be used to identify the effects of stress. It has been found that most employees consider their work as a source of stress and the main causes of work stress are heavy workload and pressure from department heads. The main stress factors are a lack of leisure activities and insufficient breaks from work.

Recommendations:

Top management should schedule additional breaks during working hours. Management can provide more leisure facilities for employees to reduce stress to a certain extent. The improvement of the working environment can be supported by lighting and ventilation in the workspace. Management can redesign work to

reduce work-related stress. A company can implement health promotion programs that help monitor the overall health of employees. Employees who are more stressed at work should be given special advice.

CONCLUSION:

The Worker Stress Management Study is concerned with the relationship between stressors and employee performance. It's getting more important every day, so we decided to take care of it. Human resources are the most important asset of any company and therefore need to be maintained. Employees are an asset to the company, so the factors that are stressing them must be identified and eliminated as this stress prevents them from performing their jobs effectively.

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