₹ 200 ISSN - 2249-555X
Volume : 1 Issue : 9 June 2012



Journal for All Subjects

www.ijar.in

Listed in International ISSN Directory, Paris.

ISSN - 2249-555X

Indian Journal of Applied Research

Journal for All Subjects

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Volume : 1 | Issue : 9 | June 2012 ISSN - 2249-555X

Research Paper Human Resource

Stress Management level in the employees of Manufacture Industries By considering key parameters with reference to Bhavnagar city

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ABSTRACT

This Research paper covered the male employees of manufacturing industries of Bhavnagar city, having total population of near about 5000 employees.
The questionnaire tool used for the purpose was device by C. L. Nataraj and A. Hafeez and was containing 24 questions. The questions were having five scale Bad, Poor, Good, Average Excellent.
Data is collected with help of structured questionnaire and observation method. Different mention parameters in Stress Management level in the employee. Among various parameters have been analyzed by using student's T-test using SPSS software.
Main findings include that there is significant differences in parameters in Stress Management level in the employee among various Age groups, experiences etc.

Keywords : Manufacture Industries, Stress Management , Variances, Key Parameters, Bhavnagar city

Introduction:
This Research paper covered the male employees of manufacturing industries of Bhavnagar city, having total population of near about 5000 employees. The questionnaire tool used for the purpose was device by C. L. Nataraj and A. Hafeez and was containing 24 questions. The questions were having five scale Bad, Poor, Good, Average Excellent**.** It is having coverage of the factors (1) sources of stress. (2) Outcomes of stress (3) solutions of stress (4) advancement. The date was collected from the employees of industries selected as sample.

The collected data was analyzed and various groups were formed. Score wise grouping was done and accordingly different rating was given to the satisfaction of the employees. Again inter group comparison was worked out to arrive at conclusion.

Literature review

1. Pual and richard (2006) Stress management techniques: Are they all equivalent, or do they have specific effects? This article evaluates the hypothesis that various stress management techniques have specific effects. Studies comparing various techniques are reviewed, as well as previous literature reviews evaluating the effects of individual techniques.

2. Raeda Fawzi AbuAlRub (2004)Job Stress, Job Performance, and Social Support Among Hospital Nurses. *Purpose: To investigate (a) the effect of job-related stress on job performance among hospital nurses, and (b) the effect of social support from coworkers on the stress-performance relationship.*

3. Charles and eric (2004) job stress in university, corporate, and military personnel. The Job Stress Survey (JSS) was administered to large samples of university and corporate employees and senior military personnel. Differences in the perceived severity, frequency of occurrence, and overall level of occupational stress were evaluated for individuals working in these settings.

4. Estela and ferraz (2004) stress and coping among cardiovascular nurses: a survey in brazil. Cardiovascular nurses are frequently involved in critical patient care, providing support to patients and their families. The goals of this study were to survey a representative sample of cardiovascular nurses, describe ways of coping, and identify sources of stress in the hospital setting.

5. Pual and ludger (2003) Mindfulness-based stress reduction nod health benefit. Mindfulness-based stress reduction (MBSR) is a structured group program that employs mindfulness meditation to alleviate suffering associated with physical, psychosomatic and psychiatric disorders.

Objective of Study
We took this topic of Stress management as our research having following objectives:

- ✓ To know how employees comes in stress?
- ✓ To know what is the outcomes of stress in employees?
- ✓ To know the how employees manage their stress effectively?

Hypothesis

- ✓ There will be no significant difference due to stress between group of age (below 30, 30 to 50, above 50) year of employee.
- ✓ There will be no significant difference due to stress between group of year of working experience (below 4, 5 to 10, above 10) years of employee.

Research Methodology:
A Research study is descriptive in nature which analyzes variances in Stress Management level in the employee different parameters considered using student's T-test (SPSS). Data is collected from Manufacture Industries which include 5000 employees in Bhavnagar city through structured questionnaire and direct observation

Table Of Respondents
Respondent profile in percentage

Age
Below 30 = 51 %
30 to 50 = 43% Total = 100%
Above 50 = 6%

Experience
Below 4 = 57%
5 to 10 = 33% Total = 100%
Above 10 = 10%

I had take 100 respondents for the study. Out of this 100 respondents there are 51% of employees are below 30 years, 43% of employees are at the age between 30 to 50 years, and only 6% of employees are above 50 years. And in the same way in the experience group there are 57% of employees have experience below 4 years, 33% of employees have experience between 5 to 10 years, and 10% of employees have experience of above 10 years.

Analysis Of Total Population

No	Total score	Level of satisfaction
1	00 to 19	Bad
2	20 to 39	Poor
3	40 to 55	Average
4	56 to 70	Good
5	71 to 96	Excellent

On the basics of above mentioned analysis of total population. Now the analysis of the score of sample are as follows :-

No	Total score	Level of Satisfaction	No. of employees
1	00 to 19	Bad	00
2	20 to 39	Poor	00
3	40 to 55	Average	07
4	56 to 70	Good	79
5	71 to 96	Excellent	14

Table shows that there are no employees at the bad level, no employee is at poor level, 07 employees are at average level, 79 employees are at good level, 14 employees are at excellent level.

Analysis In Terms Of Age Groups Of Employees And'T' Calculation

The variable is age which is divided into three groups below 30 years, 30 to 50 years and above 50 years of employee of the Manufacturing industries of recruited base here also mean, standard deviation and 't' ratio are calculated which are shown in Tables.

Analysis In Terms Of Age (Below 30 And 30 To 50) Of Employees And 'T' Calculation

No of Sample	Age	Mean	SD	t ' ratio	Significance
51	Below-30	66.65	5.01	0.10	YES
43	30 - 50	64.67	6.65		

(Source:- Self compiled from data collection records)

The study of table shows that value of 't' was 0.10 which is more then at level of 0.05 this proves that there is a significant difference in level of stress management of employees of age below 30 and 30 to 50.

Analysis In Terms Of Age (31 To 50 And Above - 50) Of Employees And 'T' Calculation

No of Sample	Age	Mean	SD	t ' ratio	Significance
43	30 - 50	64.67	6.65	0.10	YES
06	Above-50	59.57	12.61		

(Source:- Self compiled from data collection records)

The study of table shows that value of 't' is 0.10 which is more then at level of 0.05 this proves that there is a significant difference in level of stress management of employees of age below 30 to 50 and above 50 .

Analysis In Terms Of Age (Above-50 And Below-30) Of Employees And 'T' Calculation

No of Sample	Age	Mean	SD	t ' ratio	Significance
06	Above- 50	59.57	12.61	0.01	NO
51	Below-30	66.65	5.01		

(Source:- Self compiled from data collection records)

The study of table shows that value of 't' is 0.35 which is less then at level of 0.05 this proves that there is no significant difference in level of stress management of employees of age above 50 and below 30.

Analysis In Terms Of Experience Of Employees And 'T' Calculation
The variable is experience of present job employees. Which is divided into three groups below 4 years, 5 to 10 years and above 10 years, Here also mean, standard deviation and 't' value are given in Tables.

Analysis In Terms Of Experience (Below- 4 And 5 To 10) Of Employees And'T' Calculation

No of Sample	Experience	Mean	SD	t ' ratio	Significance
57	Below-4	66.04	5.64	0.46	YES
33	5 to 10	64.97	7.82		

(Source:- Self compiled from data collection records)

The study of table shows that value of 't' is 0.46 which is more then at level of 0.05 this proves that there is a significant difference in level of stress management of employees of experience below 4 and 5 to 10.

Findings
After the collection and analysis of all data I found the result of this study as under.

1. There is a significant difference in effectiveness of employees of age below 30 and 31 to 50. Means their level of stress management is good.
2. There are not much employees in age of 31 to 50 and above 50. Then also they have good stress management.
3. One group of age is most effective to manage their stress which is below 30; most reason of it is they are young then the other age group.
4. There is different kind of experience level among all the employees but most of it is very effective about managing their stress.
5. The all age group has a significant difference in the level of their stress management.
6. The most experience persons (group of above 10) are less but then also they have the excellent to manage their stress.
7. After looking the questionnaire I found that all employees knows how stress comes in their working life, and how can they manage their stress as better as they can.

Conclusion
The conclusions of the study are as follow:
1. Most of the employees is aware and knows how stress comes in their working life because their stress management level are 18.86% employees are Strongly satisfied, 54.71% employees are satisfied, 23% employees are neutral, 2.29% employees are Dissatisfied and 1.14% employees strongly dissatisfied.

2. The most of employees feel their outcomes of stress because it is shown that their stress outcomes level are

15.43% employees are Strongly satisfied, 46.57% employees are satisfied, 33.29% employees are no opinion, 3% employees are Dissatisfied and 1.71% employees strongly dissatisfied.

3. The all employees can able to manage their stress because it is shown from the result of it that stress reducing level in the employees are 14% employees are Strongly satisfied, 45.6% employees are satisfied, 30.7% employees are no opinion, 8.1% employees are Dissatisfied and 1.6% employees strongly dissatisfied.

The total conclusion is that most of the employees are aware about how stress comes in their working life and what are the outcomes create in their physical behavior, and most of them are able to handle their stress very effectively. So, I can say that the level of stress management in the employees is near about high. So the study is near about successful.

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Indian Journal Of Applied Research
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Printed at Unique Offset, Novatsing Rupam Estate, Opp. Abhay Estate, Tavdipura, Shahibaug, Ahmedabad