



## Empirical Analysis on Occupational Stress of the Employees with Special Reference to Tamilnadu

### KEYWORDS

Roles stagnation, Organizational structure and climate, Role erosion, Role isolation.

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**ABSTRACT** Stress can be defined as the physiological and psychological reaction which occurs as consequence of perception of an imbalance between the level of demand placed upon individuals and their capabilities to meet those demands. Stress has negative impact on the performance of employees when its cross it limit and the stress may occupy the individual because of Relationships at work , Roles stagnation, Organizational structure and climate, Role erosion, Role isolation, Resource inadequacy, Individual difference. Stressed and unproductive behavior of employees damages organizations climate, culture, interpersonal relationship and the stress reduced the performance of employees at all times and place. An attempt has made in this research work to understand present level of occupation stress of employee's and the major cause brings occupational stress. For analysis the researcher used the statistical tools, such as percentage analysis, weighted score and ranking method. In this study covered work load, supervisory practice, compensation, grievance handling, working hours, family, interpersonal relationship and ways to manage the stress. At the end the researcher identified that 'Stress is a very bad master but a very good servant' and recommended some proposal that to control and manage their stress.

### CONCEPTUAL - introduction

Organizational stress has become a widely discussed problem in today's business world. In every organization and in every situation the employee experienced stress in various forms. Stress can either help or hinder one's effectiveness depending upon the stress level. While analyzing the various determinants of stress, it should be kept in mind that all employees do not get the same degree of stress though they perform the same job environment at the same time. Generally stress has negative consequence. "Stress" is the general term applied to the pressures of people feel in life. Stress is often referred as having a negative connotation. Failures, illness and distress are often marked as stress. Stress can also be a result of good things like job prompt promotion and transfers, first love and the like. As a result of pressures, employees develop various symptoms of stress that can harm their job performance. People who are stressed may become nervous and develop chronic Worry. They are easily provoked to anger and are unable to relax. They may be uncooperative or use alcohol excessively. These conditions occur from other causes also, but they are common symptoms of stress. Stress also leads to physical disorders, because the internal body system changes to try to cope with stress. Some physical disorders are short-range, such as an upset stomach. Others are longer-range, such as a stomach ulcer. Stress over a prolonged time also leads to degenerative disease of the heart, kidneys, blood vessels, and other parts of the body. The term "stress" is used in every day speech to refer broadly to the process of coping with life's pressures, problems and the negative feelings. In today's turbulent business environment, all ambitious and hardworking persons face constant problems and stress in their jobs and also in their personal lives. Stress is an individual's reaction to a disturbing factor in the environment. The stress is said to be positive when the opportunity for one to gain something. In fact, excellence in any sphere of life is essentially accompanied by stress.

### RATIONALE OF STUDY

The National Textile Corporation Limited (NTC) is a Central Public Sector Enterprise under the Ministry of Textiles which was incorporated in April 1968 for managing the affairs of sick textile undertakings, in the private sector, taken over by the Government and starting with 16 mills in 1968. The number of units increased to 119 by 1995, which are con-

trolled by NTC (HC) Limited with the help of 9 subsidiary Corporations. The National Textile Corporation (NTC) owned 15 textile units in Tamil Nadu and Pondicherry, over 4,500 textile workers are employed. So, a specific study is essential to identify the level of occupational stress of the employees in this sector. This study is designed to explore the prevailing conditions of stress and to suggest for reducing occupational stress of employees. The suggestions help the policy makers to improve working condition with minimum occupational stress.

### REVIEW OF LITERATURE

According to Baron (1983), define occupational stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning." According to Miles and Perreault (1976) identify four different types of role conflict: 1. Intra-sender role conflict 2. Inter sender role conflict. 3. Person- role conflict; 4. Role over load. The use of role concepts suggests that job related stress is associated with individual, interpersonal, and structural variables (Katz and Kahn, 1978; Whetten, 1978). The presence of supportive peer groups and supportive relationships with super visors are negatively correlated with R.C. (Caplan et al., 1964). According to Srivastava and Sehgal (1984), the study revealed that employees who maintained high work motivation experienced significantly lower occupational role stress. Such as overload, role ambiguity and conflict, unreasonable group and political pressures, responsibility for persons, for peer relations, strenuous working conditions and non-profitability as compared to low in the employees. According to Siegrist and Klein (1990) conducted the study resulted that; status inconsistency, job insecurity, work pressure and effort reward imbalance predict several behavioral out comes leading to stress. According to Vansell, Brief, and Schuler (1993) stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power. Interpersonal factors such as group cohesiveness, functional dependence, communication frequency, relative authority and organisational distance between the role sender and the focal persons are important topics in organisational behavior. According to Janet Cahill, Ph.D., Department of psychology, Rowan college of New Jersey, Paul A. Landsbergis, Ed.D., M.P.H., Hypertension Center, Cornell Univer-

sity Medical College, Peter L. Schnall, M.D., M.P.H Center for social Epidemiology – presented at the Work Stress and Health'95 Conference. September 1995, Washington D.C. Making Changes in your workplace to reduce stress. According to Wheatley, R. (2000) *taking the strain* examines the relationship between stress and pressure, highlights the observable signs of stress that a manager should be aware of and describes the key causes of stress at work, including organisational culture and organisational change. According to Trevor Doubleton (2005) among the hardest parts of living in the modern world is stress and anxiety. With worries about work, the environment, the economy, natural disasters, terrorism, and the general state of the world, it seems that there is no end to the number of things to worry about. Though we cannot control many of these things, they still weigh on our minds and cause us stress and anxiety. However, despite these concerns, we should try to avoid stress and anxiety.

#### RESEARCH METHODOLOGY

- Nature of Research: Exploratory cum Descriptive Research,
- Type of Investigation: Causal : Study Setting: Non contrived,
- Time Horizon: Cross-Sectional: Research Instrument: A structured questionnaire consisting of close ended questions was used for purpose of study.
- Scaling: Likert Scale (Five point scale) is used in the questionnaire ranging from strongly disagree to strongly agree.

#### Sample Design

- Sampling Unit: Employees working in NTC Mills sampling size: 500 Employees
- Sampling Technique: probability.

#### RESEARCH ANALYSIS AND DISCUSSION

The data gathered were analysed by using the methods of weighted score, mean score and rank method. The below table shows (table 1) that the factors contributing occupational stress to the employees. They were Conflict between team members, Lack of security in the work, Shift problems, Insufficient training, Disturbance at work due to overcrowding, Unpredictable scheduling, Work overload, Staff shortage, Lack of team work, Torture of the higher authorities, No recognition from Co-workers and higher authorities, Conflict with supervisor, Fear of making a mistake, Lack of inter professional communication, Insufficient equipment for working, Frequent change of work pattern. The respective mean score of the facets are 53.45, 51.48, 51.01, 50.33, 50.24, 49.88, 49.87, 49.15, 49.03, 49.00, 48.96, 48.68, 47.90, 47.80, 47.25, and 45.23.

**Table 1- Table showing the stress creating factors with score and Rank**

S. No	Stress creating factors	Total Score	Mean Score	Rank
1	Torture of the higher authorities	24498	49.00	X
2	Conflict with supervisor	24340	48.68	XII
3	Work overload	24934	49.87	VII
4	Disturbance at work due to overcrowding	25118	50.24	V
5	Shift problems	25504	51.01	III
6	Unpredictable scheduling	24941	49.88	VI
7	Fear of making a mistake	23949	47.90	XIII
8	Conflict between team members	26726	53.45	I
9	Lack of team work	24513	49.03	IX
10	No recognition from Co-workers and higher authorities	24478	48.96	XI
11	Insufficient equipment for working	23627	47.25	XV
12	Lack of inter professional communication	23900	47.80	XIV
13	Insufficient training	25163	50.33	IV
14	Staff shortage	24575	49.15	VIII
15	Frequent change of work pattern	22617	45.23	XVI
16	Lack of security in the work	25739	51.48	II

#### CONCLUSION

'Stress is a very bad master but a very good servant'. Conflict between team members is major facets which bring occupational stress to the employees. Before bend of work culture, it is suggested that to identify the cause to conflict and counsel and educate the employees to work with team spirit.

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