



Stress Management in Insurance Sector : a Veracity Check

KEYWORDS

Stress Management, Transparent organizational process, employee-employer relationship, peer relationship, occupational stress

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ABSTRACT *Stress management is a perennial matter of an employee's life cycle surrounded by work cut offs, nuisances, work pressure and the like. The study aims at studying the factors causing stress and understands its effect on the lives of employees from insurance sector. The Stress holds different effects for various employees depending on the age, gender, income level etc. The severity of factors differs for employees depending on numerable factors like personal constitution, demographic features and the like.*

INTRODUCTION

"There's never enough time to do all the nothing you want."
--Bill Watterson, Calvin and Hobbes.

Stress Management had been in the limelight of the corporate for more than a platinum age. Life of an employee revolves around deadlines, hassles, nuisances and demands. The stress existence is a way of life for the modern age employees

Stress is a customary corporeal response that induces the feeling of defenseless or disconcert. The raison d'être for induction of stress in daily employee cycle could be delicate or professional. The effects of stress on morale and workplace culture can be devastating. Employees can become unfocused, distant, distraught and even short fused. Teamwork may also breakdown Stressed employees are inert and will make it difficult to set employee motivation strategies in action. Keep in psyche that incentive in the workplace is a powerful technique to build solidarity and protract employee morale. Stress management in the workplace can be solution to ethical issues. Many ethics courses have discussed that stress plays a vital role in ethical issues.

One may never be able to stop the employees whom fancy being unethical for reasons that are not strain related. But one can provide morals and stress colloquiums to limit the chances of unethical practices. Bureau conflicts are not uncommon and turn out more than one thinks. Many conflicts occur due to differences in opinions, personalities and sometimes stress. Variances that deal with stress usually build up over time and then explode. Learning how to manage conflicts in the workplace will also help. But by managing stress and being aware of a possible issues will make everyone's life easier. Workplace conflicts end up creating chaos and a big distraction employees don't need.

Objectives

To ascertain various factors causing stress and effects on the lives of the employees of Insurance sector

To ascertain the effect of stress on certain demographics of employees

Methodology

The research is descriptive in nature. The sample population is the employees working in the insurance sector. The type of sampling used was simple random sample.

Results and discussions

Hypothesis 1

Introduction:

As per the research conducted hypothesis was tested with SPSS software version 21 to establish relation between gender and occupational stress.

Null hypothesis (Ho): Gender and occupational stress are independent to each other in the organization

Alternative Hypothesis (H1): Gender and occupational stress are dependent on each other in the organization.

Gender and occupational stress

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	107.523 ^a	10	.000
Likelihood Ratio	12.841	10	.233
N of Valid Cases	106		

From the above mentioned table, Pearson chi square value is 107.523, degree of freedom as 10 and significance level is 0.000. Since the significance value is less than 0.05 so accept alternative hypothesis and reject the null hypothesis. So gender and occupational stress depends on each other.

Men and women report different reactions to stress, both physically and mentally. They attempt to manage stress in very different ways and also perceive their ability to do so and the things that stand in their way in markedly different ways. Findings suggest that while women are more likely to report physical symptoms associated with stress, they are doing a better job connecting with others in their lives and, at times, these connections are important to their stress management strategies.

Though they report similar average stress levels, women are more likely than men to report that their stress levels are on the rise. They are also much more likely than men to report physical and emotional symptoms of stress. When comparing women with each other, there also appears to be differences in the ways that married and single women experience stress. Although there was no difference in the number of life events experienced in the previous two years, the women rated their life events as more negative and less controllable than the men

Hypothesis 2

Introduction:

As per the research conducted hypothesis was tested with

SPSS software version 2.1 to establish relation between the organizational stress and remuneration.

Null Hypothesis (Ho): Occupational stress and Remuneration are independent to each other

Alternative Hypothesis (H1): Occupational stress and Remuneration depends on each other.

Remuneration and occupational stress:

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	121.327 ^a	16	.000
Likelihood Ratio	27.734	16	.034

The relation between remuneration and occupational stress are highly dependent to each other. When remuneration increases the responsibilities of the employee also increases accordingly where they get the work done from their team. The responsibilities randomly increase stress in the employees were they should perform different roles like Manager, Mentor, leader, motivator etc., When the stress increases the chances of fulfilling the responsibilities reduces with the employee. So organizations should provide stress relief programs, recreational activities, stress buster's, flexible timings etc., Employee should also be provided with the defined roles and responsibilities. While working as a team consists of different behavior like people centric where the employee should manage all their team members and get the work done to achieve their targets.

From the mentioned Table, Pearson chi square value is 121.327, degree of freedom as 16 and significance level is 0.000. Stress and management go hand and hand. It always will be lurking around the corner. And there is no bigger exemplar of this like running a project. With managing a project one never know when a vendor may be delayed or the lack of supplies may exist. These issues will make it hard to reach a required cut-off date.

Conclusions

Stress management is one of the important aspects of an organization to make employees work and meet their targets. It also helps the employees to perform well and fulfill their roles and responsibilities. Study says that most of the female employees are under stress. Proper stress management and relaxation can lead to numerous health benefits. Reducing stress by learning to think clearly and focus on your goals, leads to increased energy to do other things that employees want to do and even leads to better sleep that leads to stress less work.

Stress busters, recreational activities, organizational culture, flexible timings, indoor games etc., helps the employees to reduce their stress and achieve their targets and improve their performance. It also helps the employees in the insurance sector to maintain good interaction with their clients and their manager. Most of the stress management practices help the employees to encourage their team and get the work done with minimal stress among everyone.

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