A Study on Stress Management with Special Reference to Vadhula Enterprises, Coimbatore

KEYWORDS

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ABSTRACT *The study concentrates on "the Stress Management among the workers" conducted in vadhula Enterprises, Coimbatore".. The main aim of the project is to know the stress among the workers and the information is collected from them. A sample of 80 workers, majority of them was permanent employees. Simple random sampling is used primary data is collected through ultimate workers of the company by questionnaire. Secondary data is collected through website and reports. The data are interpreted through chi-square tests method. From the above study reveals that the worker in any organization yield a very important influence in the success of the company. The study also has identified that the stress affects most of the worker in the organization. To attain an effective communication between the employees and higher officials of an organization and to reduce the stress, yoga classes and redressal cell for grievances will be the best solution.*

INTRODUCTION

The common expression for stress is' tension' one is said to tense, when there is some anxiety, some fear whether for desirable things may happen, whether something may go wrong, etc. It is a state of discomfort felt the mind and experienced by the body, when there is tension, the body may become weak. Stress is defined as a response of the human body to a felt need. When one is hung and there is an urge to eat food, the body is in a state of stress, which disappears when the need is fulfilled. When the goalkeeper, the batsman, or the tennis player experiences Eustress, there are changes in the physic system. The muscles become tense. The eyes become sharper. When one is under severe distress, as in the case of Arjuna in Kurukshetra, the person sweats, the body becomes weak and loses strength. Study of stress shows that the response is the same whether it is Eustress or dis stress, expect that the degree varies. The response is called the Fight or Flight response. The body is programmed to reverse these changes, and revert to normal, when the threat disappears. If however, one remains in a continues state of stress, without becoming normal, the changed conditions tend to remain permanent, as a rubber band loses its elasticity when held extended for a long time. These abnormal conditions manifest, as diseases and one suffers from high blood pressure, cardiac disorders, peptic ulcers, insomnia, constipation, fatigue, colitis, kidney problems etc., Behaviorally they lead to absenteeism, alcoholism, use of drugs, martial disharmony and so on, which are both organizationally and socially, undesirable.

MANAGING STRESS

Stress cannot be avoided. it should not be avoided. without stress, there will be not attempt to try the difficult. One will give up much too easily. One will not succeed in doing even what one is easily cap[able of, because even the normal faculties will not come into play - like the goalkeeper, if he remained relaxed even at the last minute.

ABOUT THE COMPANY

The company was stated in the year May 24th 1962, the founder of the company is (Late) SRI A.S.VENKATARAMANA, He was started the business with all kind machinery spares (likes belts, card cans, bobbin holders) and the supplied the spares all textile mills in south and north side. He was the main supplier of Lakshmi machine works, Madura coats, and Anglo French textiles like that. And he is having two sons they are doing the same business. They become the main supplier to SINTEX INDUSTRIES LTD., KALOL, and NORTH GUJARAT. They supply all kind of sintex baskets, buckets in all textile mills & dyeing units and they are also doing manufacturing terms (like lattice, trolley) they are having two manufacturing units in Coimbatore. More than 30 to 35 persons are working they give all benefits to the works & staffs. And they are also doing sum social work.

OBJECTIVES OF THE STUDY

- To study the stress level of the employees and to find out the relationship between the age group and stress score of the employees.
- To study the various causative factors, which influence work stress.
- To suggest the ways to reduce stress of the employees in the organization.

SCOPE

The study on stress management is an attempt to measure the level of stress faced by the employees of Vadhula enterprises. The study identifies the various sources of stress and suggests some coping strategies for the employees regarding their stress management.

LIMITATIONS

- This study is applicable to Vadhula enterprises.
- The sample size is restricted to only 80 employees due to time and cost constrain
- The statistical tool has its own limitation.

RESEARCH METHODOLOGY

- DATA SOURCE -

Both primary and secondary data were collected for the study

- **RESEARCH TYPE -**

descriptive research

- **SAMPLING SIZE -**

For the purpose of study, sample size of 80 workers were taken....

- **TOOLS -**

chi-square tests

ANALYSIS AND INTERPRETATION
TABLE-1. SHOWING THE RELATIONSHIP BETWEEN AGE * BONUS

Hypothesis:
Null hypothesis H0:
There is no significant difference between the age and bonus

Alternate hypothesis H1:
There is significant difference between the age and bonus

Result:
From the above table, the significant value is found to be .017. Since it is lesser than 0.05, null hypothesis is rejected. So there is no relationship between age and bonus.

AGE * BONUS Cross tabulation

AGE	HIGHLY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	HIGHLY DISSATISFIED	TOTAL
18-28	2	8	2	6	4	22
29-38	0	4	12	4	4	24
39-48	2	4	4	6	4	20
	4	2	0	4	4	14
	8	18	18	20	16	80

Chi-Square Tests

	Value	Degree of freedom	Assumption. Sig. (2-sided)
Pearson Chi-Square	24.662[a]	12	.017
Likelihood Ratio	26.824	12	.008
Linear-by-Linear Association	.031	1	.859
N of Valid Cases	80		

a. 15 cells (75.0%) have expected count less than 5. The minimum expected count is 1.40.

TABLE-2. SHOWING THE RELATIONSHIP BETWEEN AGE AND NATURE OF JOB
Hypothesis:
Null hypothesis H0:
There is no significant difference between the age and nature of job

Alternate hypothesis H1:
There is significant difference between the age and nature of job

Result:
From the above table, the significant value is found to be .141. Since it is greater than 0.05, null hypothesis is accepted. So there is a relationship between age and nature of job.

AGE * NATURE Cross tabulation

AGE	temporary	permanent	contract	other	TOTAL
18-28	10	4	4	4	22
29-38	2	10	6	6	24
39-48	4	6	6	4	20
above	6	4	4	0	14
Total	22	24	20	14	80

Chi-Square Tests

	Value	df	Asymp. Sig(2-sided)
Pearson Chi-Square	13.497[a]	9	.141
Likelihood Ratio	16.588	9	.056
Linear-by-Linear Association	.195	1	.659
N of Valid Cases	80		

a. 7 cells (43.8%) have expected count less than 5. The minimum expected count is 2.45.

TABLE-3. SHOWING THE RELATIONSHIP BETWEEN AGE AND JOB SATISFACTION
Hypothesis:
Null hypothesis H0:
There is no significant difference between the age and job satisfaction

Alternate hypothesis H1:
There is significant difference between the age and job satisfaction

Result:
From the above table, the significant value is found to be .00. Since it is lesser than 0.05, null hypothesis is rejected. So there is a relationship between age and job satisfaction.

AGE * JOBSATISFACTION Cross tabulation

AGE	highly satisfied	Satisfied	neutral	dissatisfied	highly	TOTAL
18-28	2	12	0	4	4	22
29-38	0	16	2	4	2	24
39-48	8	2	4	2	4	20
above	6	0	4	0	4	14
	16	30	10	10	14	80

Chi-Square Tests

	Value	DEGREE OF FREDOM	Assumption. Sig. (2-sided)
Pearson Chi-Square	42.037[a]	12	.000
Likelihood Ratio	54.685	12	.000
Linear-by-Linear Association	.102	1	.750
N of Valid Cases	80		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is 1.75.

FINDINGS
- The significant value is found to be .017. Since it is lesser than 0.05, null hypothesis is rejected. So there is no relationship between age and bonus
- The significant value is found to be .141. Since it is

greater than 0.05, null hypothesis is accepted. So there is a relationship between age and nature of job.

- The significant value is found to be .00. Since it is lesser than 0.05, null hypothesis is rejected. So there is a relationship between age and job satisfaction.

SUGGESTIONS

- Most of the respondents face stress due to the individual factors, So the company can arrange for relaxation programs like yoga, personal counseling etc.,
- To overcome the organizational and group stress, the organization can arrange training programmes regarding work management, time management etc.,
- The company can arrange some refreshment for employees to build a better relationship between management and workers and among workers.

CONCLUSION

Stress is a part of day to day living. Mild forms of stress can act as a motivator and energizer. However stress is too high, it will leads to, medical and social problems to labors. From the findings and suggestions, a clear picture is drawn that there exist a stress within the employees of an organization. To attain an effective communication between the employees and higher officials of an organization and to reduce the stress, yoga classes and redressal cell for grievances will be the best solution.

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