



## A Study on Level of Stress Among Employees with Special Reference to Krishna Textiles. Sipcot, Perundurai

### KEYWORDS

**Yuvaraj.D**

Associate Professor and Head, Department of Corporate Secretaryship, Nandha Arts and Science College, Erode-638052, Tamil Nadu, India

**\* Deepa.A.C**

Assistant Professor, Department of Corporate Secretaryship, Nandha Arts and Science College, Erode-638052, Tamil Nadu, India

\*Corresponding author

**ABSTRACT** *The work place is a challenging job assignment followed by moderate doses of competitive spirit, constructive conflict and zeal to get a head of the others and a ways in which individuals cope, or deal with stress at work is called stress management. Employer should provide a stress-free environment to his employees in order to have a successful running of the business. Workplace stress will affect the performance of the brain and affect the worker personally as well as a whole. It reduces productivity, employee morale, increases management pressure and will create illness in the industry.*

### INTRODUCTION

Stress is a biological term which refers to the consequences of the failure of a human body to respond appropriately to emotional / physical threats to the organism, whether actual or imagined. Stress usually has a negative connotation and the term that one uses to describe this state in a person is called "distress". For example, an employee experiences distress, when he is reprimanded by his superior or when he has to meet an urgent deadline amidst heavy demands on his time.

### Features of Stress

- Stress is an adaptive response to an external situation.
- Stress can have damaging physiological and psychological effects on employees, it will affect their health and their performance.
- Stress has been identified as a major cause of absenteeism.

### Statement of the Problem

Any Research requires proper understanding of the problem. A well defined problem is a half work done. Statement of problem is the area which justifies the reason for selecting a particular topic for research. The main problem of this study is to determine what are the things that mainly contribute to a successful life. The following are

1. What is stress?
2. How do you respond to stress?
3. Is stress controlling us?
4. Why do we fight for stress?
5. How we can relieve the stress?
6. How we can sustain the life ever without stress?

### OBJECTIVES OF THE STUDY

1. To find out the level of stress among employees of Krishna Textiles.
2. To identify the situation that cause stress among the respondents.
3. To find out the problems faced by the employees during the working hours.
4. To secure knowledge upon the techniques available to reduce the stress.
5. To analyze the measures followed by the respondents

to overcome stress.

### RESEARCH METHODOLOGY

A Research methodology forms the frame work of the entire research process. This includes the necessary information about materials, techniques for the collection of data appropriate to particular problem, statistics, questionnaires and controlled experimentation and in recording evidence sorting it out and interpretation.

### Sample unit:

The universe for this study consists of only Employees of "KRISHNA TEXTILES". The total number of workers here are 383.

### Sample size:

The sample size for this study is 150; a little more than one third of the workers were taken for this study.

### REVIEW OF LITERATURE

- Webster's Dictionary defines stress as "a constraining force or influence, a physical, chemical or emotional factor that causes bodily or mental tension and may be a factor in disease causation.
- Dean (2002:38) viewed stress-related illnesses as the leading cause of productivity level at the work place. Pressure at work has led to stress which made it the number one factor causing illness.
- Stress (psychology), an unpleasant state of emotional and physiological arousal that people experience in situations that they perceive as dangerous or threatening to their well-being. (Auerbach, et al, 2007/Encarta, 2008)

### DATA ANALYSIS AND INTERPRETATION

#### Tools and Analysis:

The collected data were classified into suitable tabular forms for analysis and interpretation. Simple statistical tools like:-

- Percentage Analysis and.
- Chi – Square Test.

**Chi-Square Test**

Chi-Square Test is applied in statistics to test the goodness of fit to verify the distribution of observed data with assumed theoretical distribution. Therefore, it is a measure to study the divergence of actual and expected frequencies.

Chi-Square may be defined as,

$$\chi^2 = \frac{\sum(O - E)^2}{E}$$

Degrees of freedom = (R-1) (C-1)

Where as,

- O = Observed frequency
- E = Expected frequency
- C = Number of columns
- R = Number of rows

**Percentage Analysis**

Ratios are very often expressed as percentages. In the calculations of percentage, one figure is taken as base and is represented by 100. The percentage is a statement of the number of occurrences in each category of the variable based on an absolute value of 100.

**Table – 1: Distribution of Employees based on types of stress**

TYPES OF STRESS	FREQUENCY	PERCENT
Personal Stress	76	46.6
Occupational Stress	58	35.6
Both	29	17.8
Total	163	100.0

**Inference**

The above table shows that 46.6% of the respondents are suffering with personal stress, 35.6% of the respondents are suffering with occupational stress and 17.8% of the respondents are suffering with both personal and occupational stress.

**Table – 2: Cause of Personal Stress - Due To Involvement of Family Members.**

Stress Causes - Less time to spend with family						
Gender	Yes	%	No	%	Total	%
Male	24	63	14	37	38	100
Female	50	75	17	25	67	100
Total	74		31		105	

**Inference**

From the above table 63% of the male respondents and 75% of the female respondents face personal stress because of their lack of time to spend with their family members.

**Table – 3: Cause of Personal Stress - Due to Problems in Obtaining Financial Resources.**

Stress Causes - obtaining financial resources						
Gender	Yes	%	No	%	Total	%
Male	21	55	17	45	38	100
Female	36	54	31	46	67	100
Total	57		48		105	

**Inference**

From the above table, 55% of the male respondents and 54% of the female respondents face personal stress because of the problem in obtaining financial resources.

**Table – 4: Cause of Occupational Stress - Due to Lack of Cordial Relationship with the Superiors.**

Stress Causes - No Cordial Relationship with the Superiors						
Gender	Yes	%	No	%	Total	%
Male	15	38	24	62	38	100
Female	19	40	29	60	67	100
Total	34		53		105	

**Inference**

From the above table, 38% of the male respondents and 40% of the female respondents face occupational stress because of their lack of cordial relationship with the superiors.

**Table – 5: Cause of Occupational Stress - Due to Problem of Job Security.**

Stress Causes - problem of job security						
Gender	Yes	%	No	%	Total	%
Male	26	67	13	33	39	100
Female	28	58	20	42	48	100
Total	54		33		87	

**Inference**

From the above table, 67% of the male respondents and 58% of the female respondents face occupational stress because of less job security.

**Table – 6: Cause of Occupational Stress - Due to Work Overload.**

Stress Causes - Work Overload						
Gender	Yes	%	No	%	Total	%
Male	21	54	18	46	39	100
Female	24	50	24	50	48	100
Total	45		42		87	

**Inference**

From the above table, 54% of the male respondents and 50% of the female respondents face occupational stress because of work overload.

**Table – 7: Factors to reduce stress - Based on Experience - Inter - personal relationship**

FACTOR – INTER – PERSONAL RELATIONSHIP						
Working Experience	SA	A	N	D	SD	Total
Below - 5 Years	22	43	19	10	1	95
5 - 10 Years	12	21	6	4	1	44
Above - 10 Years	7	11	4	1	1	24
Total	41	75	29	15	3	163

**Hypothesis**

**Null Hypothesis (H<sub>0</sub>):**

There is no significant relationship between working experience and inter- personal relationship.

**Alternative Hypothesis (H<sub>1</sub>):-**

There is a significant relationship between working experience and inter - personal relationship.

**Chi-square test:**

Calculated ( $\chi^2$ ) value = 1.834

Degrees of freedom = 8

Table value = 15.507

Signification level = significant at 5%

**Inference**

From the above analysis, we find that, the calculated value is less than the table value is, null hypothesis is accepted. So there is a significant relationship between working experience and inter - personal relationship.

**Table – 8: Factors to improve Enstress - Based on Experience - Authorities and responsibility**

FACTOR – Authorities and responsibility						
Working Experience	SA	A	N	D	SD	Total
Below - 5 Years	9	49	31	5	1	95
5 - 10 Years	8	18	16	1	1	44
Above - 10 Years	3	13	6	1	1	24
Total	20	80	53	7	3	163

**Hypothesis**

**Null hypothesis (H<sub>0</sub>):-**

There is no significant relationship between working experience and authorities and responsibilities.

**Alternative Hypothesis (H<sub>1</sub>):-**

There is a significant relationship between working experience and authorities and responsibilities.

**Chi-square test:**

Calculated ( $\chi^2$ ) value = 5.26%

Degrees of freedom = 8

Table value = 15.507

Significant level = significant at 5% level

**Inference**

From the above analysis, we find that, the calculated value is less than the table value. i.e. null hypothesis is accepted. So there is significant relationship between working experience and authorities and responsibilities.

**Table – 9: Factors to improve Enstress - Based on working experience - Good working environment.**

FACTOR – Good working environment.						
Working Experience	SA	A	N	D	SD	Total
Below -5 Years	19	43	20	8	5	95

5-10 Years	2	21	14	5	2	44
Above -10 Years	6	4	8	4	2	24
Total	27	68	42	17	9	163

**Hypothesis:**

**Null Hypothesis (H<sub>0</sub>):**

There is no significant relationship between working experience and good working environment.

**Alternative hypothesis (H<sub>1</sub>):**

There is a significant relationship between working experience and good working environment.

**Chi-square test:**

Calculated ( $\chi^2$ ) value = 13.015

Degrees of freedom = 8

Table value = 15.507

Significant level = significant at 5% level

**Inference**

From the above analysis, we find that calculated value is less than the table i.e. the null hypothesis is accepted so there is a significant relationship between working experience and good working environment.

**FINDINGS**

In respect of the project work on level of stress among the employees of Krishna Textiles, Sipcot, Perundurai, we have figure out the following findings.

- Among the respondents 46.6% of them are suffered from personal stress, 35.6% are suffered from occupational stress and 17.8% are suffered from both occupational and personal stress.
- 1. 63% of the male and 75% of the female employees suffered from personal stress due to lack of involvement of family members.
- 2. 63% of the male and 52% of the female employees suffered from personal stress due to family problem.
- 3. 55% of the male and 54% of the female employees suffered from personal stress due to problems in obtaining financial resources.
- 4. 38% of the male and 40% of the female employees suffered from occupational stress due to lack of cordial relationship with the superiors.
- 5. 67% of the male and 58% of the female employees suffered from occupational stress due to problem of job security.
- 6. 54% of the male and 50% of the female employees suffered from occupational stress due to work over-load.

**SUGGESTIONS**

As the result of the study, we suggest that the following are the remedies for managing level of stress which improves the effective working environment. They are,

- Providing sufficient resources.
- Providing job security
- personal counseling
- A simple meditation
- Diet
- Aerobics
- Effective management of money

**CONCLUSION**

Stress is common for all organizations which play a vital role in developing economy of our country and lives of the people. Among those organizations, the textile industry faces more problems, due to employees' stresses. If the work of a textile unit is affected for a single day or a week it causes various losses to the company in its performing commercial activities.

**REFERENCE**

1. C.R.Kothari, Research Methodology, Second Edition, published by Wishaparakashan Publishing Company, New Delhi. | 2. Davis. K. (1981), "Human Behavior at Work, Tata McGraw-Hill, New Delhi. | 3. Selye, H (1950). "Stress and the general adaptation syndrome". | 4. Omaz, Wenk Heidi & Tulgan, Bruce (2003). Performance under Pressure, Canada. |