



## A STUDY ON STRESS MANAGEMENT AMONG MAGNESITE INDUSTRIES IN SALEM DISTRICT

### KEYWORDS

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### ABSTRACT

*Stress is a part of day-to-day living of every individual. The college students may experience stress in meeting the academic demands, people on the job, business men may suffer stress to reach office in time and to complete the projects on time even the house hold ladies may experience stress in managing the home affairs and to look for the maid servant. The reasons for the stress differ from person to person. The stress people experience should not be necessarily treated as an energizer or motivator and propel people to apply the efforts and complete the work. But a high level of stress can be a serious threat to the personality traits of the individual and can cause physiological and social problems.*

### Introduction

In today's work scenario, when the whole world is dealing with the problem of economic crisis, most employees have to handle too much work pressure in order to secure their jobs. In fact, it is believed that a little bit of stress is necessary to make employees work and achieve their goals; too much of it actually leads to decrease in quality of work as well as employee productivity. Stress at work is also said to be responsible for giving rise to physical as well as emotional problems. Moreover, if the person does not learn to handle the stress experienced at work, it starts taking a toll on his/her personal life, giving rise to a whole set of problems at the home front too.

### Stress at work

Stress experience at the work place is a serious issue because it not only affects the employee, but the organization too. In a recent research, it has been found out that the major reason for absence from work is workplace stress. One of the most important causes that make an individual feel stressed out in the office is because of the increased pressure to perform without receiving any job satisfaction. Another factor that leads to stress among employees is that their employers expect from to put in their best efforts every single day. Even improper communication between managers and employees about new strategies is reported to be one of the causes of work related stress.

### How to reduce stress in the work place

- Set realistic goals and priorities.
- Encourage good time-management techniques.
- Take short break after a particularly stressful event.
- Rehearse and prepare; being prepared stress. Be prepared in advance of stressful situation for all possible outcomes.
- Don't procrastinate. Procrastination and delay breeds stress.
- Know your limits; be realistic about what you can accomplish.
- Change your attitudes. Think of stress situations as challenges to your creativity.
- Learn to say no. when your schedule is full, say no to activities you don't enjoy to unrealistic demands. To responsibilities that aren't yours.
- Schedule your stress-stagger known stressful activities and prepare of it.
- Encourage manager to treat their body right, eat a balanced diet, get enough sleep, and exercise regularly.
- Give positive reinforcement. Make sure that all managers tell people when they do a good job, complement them on their neat offices or work habits.
- Setup managers recognition programs: "Mangers of the Month" or creative suggestion systems encourage people to do a good job.

### Objectives of the study

- To identify the level of stress among magnesite employees.
- To study the impact of stress and satisfaction level employees.
- To provide suitable suggestions to manage stress.

### Research Methodology

#### Research Area of the study

This study was conducted in salem district of Tamilnadu, india. The geographical area of the district is 5203.30 sq kms. This place was chosen in view of dairy firms are operating in this district.

### Sampling Technique

Totally there were 700 respondents, the researcher has selected 100 respondents through convenient sampling method.

### Data collection

The researcher have collected both primary and secondary data. Primary data were collected from magnesite employees through questionnaire cum interview schedule. Secondary data were collected from previous dissertations, journal, and magazine and news paper.

### Tools used

The data collected was analyzed using the following tools

1. Simple percentage analysis
2. Chi – square test
3. Mean and standard deviation

### Analysis and Interpretation

The table showing of respondents on the basis of age

**Table - 1**

S.no	Age	No.of respondents	percentage
1	Below 30	7	7
2	20-30	22	22
3	31-40	31	31
4	40-50	40	40
	Total	100	100

### Inference

From the above table it is found that a maximum of 40% of employees are in the age group of 40-50 years and followed by 31% are in the age group of 31-40 years. It is also found that 22% are in the age group of 20-30 years and 7% employees are in the age group of below 30 years respectively.

The table showing mean and standard deviation of stress score

among the respondents of different income groups.

**Table - 2**

S. no	Income	No. of respondents	Mean	Std. deviation
1	Below 10,000	30	69.58	8.45
2	10,000 – 15,000	50	70.07	7.49
3	Above 15000	20	66.81	9.948
	Total	100	69.31	8.29

**Inference**

Mean value below 10,000 income group is 69.58 and its standard deviation is 8.45. The respondents of income group of above 15000 is 66.8 and its standard deviation is 9.94. A higher level of mean value 70.7 was found in the income group between Rs.10,000 – 15,000 respectively.

The table showing mean value of the stress level of the respondents with the related to job

**Table - 3**

S. no	Questions	No. of respondents	Minimum	Maximum	mean	Std. Deviation
1	Time is not sufficient	100	1	5	3.20	.90
2	Over time	100	1	5	3.05	1.07
3	Lack of superiors support	100	1	5	2.90	.91
4	Poor salary	100	1	5	3.50	1.01
5	Insecurity in the job	100	1	5	3.01	.98
6	No job satisfaction	100	1	5	2.75	.82

**Inference**

The mean value for question related to time is not sufficient at same time is 3.20. The mean value for question related to over time is 3.05. The mean value for question related to poor salary is 3.50. The mean value question related to no job satisfaction is 2.75.

The table showing chi- Square Association between age and satisfaction level of employees

**Table - 4**

S.N o	Age choice	No of respondents		Total
		Yes	No	
1	Below – 30	5	2	7
2	20 – 30	15	7	22
3	31 – 40	23	8	31
4	41 – 50	28	12	40
	Total	71	29	100

(O-E) <sup>2</sup>	(O-E) <sup>2</sup> / E
0.0009	0.001
0.0009	0.004
0.38	0.054
0.98	0.044
0.98	0.109
0.16	0.005
0.16	0.013
Calculated Value	0.22

D.O.F=(R-1)(C-1)  
 =(4-1)(2-1)  
 =3x1  
 = 3 d.o.f at 5% level of significant.  
 Table value is = 7.815

The above table shows that the calculated value is less than the table value. so the null hypothesis is accepted. There is no significant relationship between age and satisfaction level of employees.

**Conclusion**

Each and every employee in the work place experience some sort of stress. The intensity of work they perform. If the stress started dominating it would affect both at individual and the organization as a whole.

Stress is disease of modern times. It afflicts all the people regardless of their station in life, rich or poor, literate or illiterate, men or women. Stress is more evident and is probably more widespread in technologically advanced countries and is common among highly qualified professionals. It is found from the study that the employees are satisfied with their job. The respondents sometimes face frustration and stress in their job. It is emphasized that every company should know to reduce organizational stress so as to motivate their employees irrespective of industries working round the clock. Stress management programmes for the employees can be based on sharing different philosophical values and developing strategies through group learning.

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