



STRESS MANAGEMENT IN STEEL INDUSTRY .

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ABSTRACT Stress is the “psychological, physiological and behavioural response by an individual when they perceive a lack of equilibrium between the demands placed upon them and their ability to meet those demands, which, over a period of time, leads to ill-health” (Palmer, 1989). People are disturbed not stress is, “a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize. People are disturbed not ”by a thing, but by their perception of a thing.” — Epictetus. Repetitive exposure of the stress response on our body is proven to lead to long-lasting psychological and physical health issues; these include cardiovascular disease, diabetes, anxiety and depression (“How Does Stress Affect Us?”, 2016).

KEYWORDS : Stress, Psychological Impact

INTRODUCTION

Steel Authority of India (SAIL) is a public sector undertaking, owned and operated by the Government of India, SAIL has 68,742 employees (as of 01-Jun-2020). SAIL operates and owns 5 integrated steel plants at Bhilai, Rourkela, Durgapur, Bokaro and Burnpur(Asansol) and 3 special steel plants at Salem, Durgapur and Bhadravathi. According to the American Psychological Association, the three **types of stress** — acute **stress**, episodic acute **stress**, and chronic **stress**. Stress can be brief, situational and a positive force motivating performance, but if experienced over an extended period of time it can become chronic stress, which negatively impacts health and well-being. Job strain — high demands coupled with low decisionmaking latitude — is associated with increased risk of coronary disease, for example.⁴ There are many reasons behind increasing stress levels at workplace Which includes rising targets, strict deadlines, stiff competition, hectic working hours, turbulent work environment, increasing ambitions and conflict among staff, misleading organizational policies, and lack of proper communication in the organization. Excessive occupational tension affects workers' productivity, efficiency, and physical and emotional wellbeing. Conditions such as anxiety, depression, fatigue, chronic headache, and apathy are among the common signs of excessive stress in the workplace. Managing stress at the workplace has become an important aspect of health care.

Duke University found that workplace stress was responsible for over 70% of workplace accidents, 50% of absenteeism, and over \$300 billion in associated costs (“Stress Facts in the Workplace,” 2018).

Singh and Singh (1989) [2] researched on the impact of position of an employee in the hierarchy of an organization on stress and found that the employees belonging to lower hierarchical position experience more stress. The forms of stress reported include lack of group cohesiveness, role conflict, and experience of inequity, role ambiguity, role overload, and lack of leadership support, constraints of change, job difficulty, job requirement-capability mismatch, and inadequacy of role authority.

MATERIAL AND METHODS

A. Objective of the study

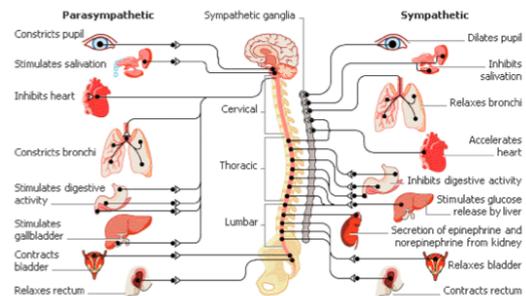
1. To identify the causes of work stress among Steel workers. 2. To study the impact of demographic variables on stress experienced by workers 3. To study the relationship between job stress on one hand and organizational commitment, work life balance and job satisfaction on the other hand. 4. To study different dimensions of work stress of Steel industry worker To study the stress management practices adopted by Steel industry To analyze the factors influencing stress among the employees. To study the relationship between job profile and level of stress among the employees.

DISCUSSION

There are many reasons behind increasing stress levels at workplace. Which includes rising targets, strict deadlines, stiff competition, hectic working hours, turbulent work environment, increasing ambitions and conflict among staff, misleading organizational policies, and lack of proper communication in the organization.

Factors Causing Stress are Time management, compensation system, Intrinsic factors, Empowerment, development, Role overload and Quality time for family.

PHYSIOLOGY OF STRESS RESPONSE



Number of factors cause work stress in Steel industry like more working hours, inadequate salary, lack of career development opportunity, task overload, working condition which has a high level of impact on employee efficiency and productivity. Symptoms may be insomnia, loss of mental concentration, Absenteeism, depression, extreme anger and frustration. Stress can have several ill effects on the body like headaches, insomnia, high blood sugar, high blood pressure, fertility, erectile dysfunction, low sex drive, missed periods, tense muscle. Multiple studies have shown that these sudden emotional stresses — especially anger — can trigger heart attacks, arrhythmias and even sudden death.

What are the steps to stop the feeling of stress. One should create the habit of deep breath, visualize & communicate your visions, Laugh and crack some jokes, Learn to say no, you cannot do everything you are asked. Do nothing, close the door, open the window and take a break from life, listen to music, do regular exercise and take proper nutrition. To develop a healthy habit like, eating fruits and vegetables instead of snacks. Stress management includes a broad range of drugs and medications, psychotherapies, and techniques that are aimed at controlling the level of stress in individuals, primarily chronic stress. Several drugs and devices are available for the treatment of stress. Quit smoking. Cook healthy food for dinner. Drink water instead of soda and have one habit at a time. Try out something that can calm down like a bath, or working at home, or gardening, or reading books, or medication or a walk. Simplifying finances - Finances can be a major source of stress for a person. Bills and debt payments can be automated. To help ensure you get the recommended seven or eight hours of shut-eye, cut back on caffeine, remove distractions such as television or computers from your bedroom and go to bed at the same time each night. Research has found that negative, hostile reactions with your spouse cause immediate changes in stress-sensitive hormones, for example.⁷

Further, the companies can conduct cultural programs in the

organization to make the employees relax from the regular work. The management should try to cope up with new technological advancement for overcome the stress among the employees. The organizations have to reduce providing target level based oriented work to the employees. The management should try to give proper Training & development program along with tie-ups with other units to reduce stress. They need to create a healthy compensation plans to the employees avoiding stress. They may conduct many relaxation programs like outbound training; get together, meditation class etc... Essentially, the more optimistic your beliefs, the more positive the outcome.

CONCLUSION

As stress has got a number of negative consequences for the individuals that is why very individual should take responsibility for reducing his or her stress level. Knowledge about stress, Time Management, Planning in advance, Social support network are some of the stress coping strategies for individual. To overcome the high stress levels of workers the company has to conduct yoga and meditation classes at regular intervals.

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