

A Study on Employees Stress with Reference to Auto-Motive Manufacturing Components Industries in Chennai



Management

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ABSTRACT

The study was carried out at various auto components industries in/and around Chennai. Stress affects individual persons which vary according to persons, situations, and severity. The effectiveness of the different stress management techniques can be difficult to assess, as few of them have received significant attention from researchers. This study focuses on finding out the stress level of the employees, its causes and how employees react to stress in the work environment. Analysis of the study can be helpful for the organization to reduce the stress level of the employees. The scope of the study is clear to find the cause and effect of stress on employees. Primary data was collected through questionnaires by personally interviewing the employees. This study includes various research methodologies, which includes descriptive research, cluster sampling and various statistical tools.

INTRODUCTION

Researchers define stress as a physical, mental, or emotional response to events that causes bodily or mental tension. Simply put, stress is any outside force or event that has an effect on our body or mind. According to Richard S Lazarus, stress is a feeling experienced when a person thinks that "the demands exceed the personal and social resources the individual is able to mobilize." Stress is not always harmful. Stress can be therefore negative, positive or neutral. Passing in an examination can be just stressful as failing. People often work well under certain stress leading to increased productivity. Many times you do not know in advance and the stress periods may be sudden. Stress management is the amelioration of stress and especially chronic stress often for the purpose of improving everyday functioning.

Effects of stress

Feels irritated and unable to deal with even small problems.

- Feels frustrated, lose your temper more often, and yell at others for no reason.
- Feels tired all the time.
- Finds it hard to focus on tasks.
- Worries too much about small things.

Techniques of stress management

There are several ways of coping with stress. Some techniques of time management may help a person to control stress. In the face of high demands, effective stress management involves learning to set limits and to refuse some demands that others make.

- Cognitive therapy
- Conflict resolution
- Exercise
- pursuing a hobby
- Meditation
- Deep breathing
- Relaxation techniques
- Spas
- Spending time in nature
- Natural medicine

OBJECTIVES OF THE STUDY

- To examine how employee react to stress in the work environment.
- To find out causes of stress.
- To know how stress affects the personal life.
- To find out the steps taken by the organization to minimize employees stress.
- To suggest remedial measures to minimize the stress of employees.

NEED FOR THE STUDY:

- This Study will help the industries to understand the stress level of their employees.

- This Study may help the industries to introduce new motivational programs to overcome the stress level of the employees.
- This Study will help the industries to find out the major cause for employee stress.

SCOPE OF THE STUDY

The purpose of this study is to find out the cause and level of stress experienced by employees of Auto Components Industries in Chennai. The suggestions and opinions collected from the employees are valuable information, which will help the organization understand stress level and motivate the employee. Further, this study will help the organization to introduce new motivational programmes that will provide their employees relief from stress.

REVIEW OF LITERATURE

Wyatt-Watson (2002), in their annual survey identified that mental health disorders can also put employees at greater risk of other illnesses, or increase the gravity, duration and likelihood of recurrence of chronic illnesses. For example, individuals who suffer from depression and/or anxiety are at greater risk of developing cardiovascular disease.

The World Health Organization (2001) predicts that by 2020, mental illness will be the second leading cause of disability worldwide, after heart disease. The International Labour Organization ((ILO), 2000) says mental illness affects more human lives and gives rise to a greater waste of human resources than all other forms of disability. Mental disorders are one of the three leading causes of disability. In the EU, for example, mental health disorders are a major reason for granting disability pensions. Five of the 10 leading causes of disability worldwide are mental health problems – major depression, schizophrenia, bipolar disorders, alcohol use and obsessive-compulsive disorders – and account for 25-35% of all disability (Cameron, 2000). Employers are greatly affected by their employees' mental health, and employers affect – positively or negatively – their employees' mental health.

Watson Wyatt (1998), in their annual survey of integrated disability management programmes, found that incidents of disability are increasingly related to slowly developing, chronic conditions and work-induced stress. In this survey, musculoskeletal problems such as carpal tunnel syndrome and repetitive motion complaints (50 percent) exceeded injuries (44 percent) as the most common condition triggering an occupational disability expense. The survey also found that mental health-related disabilities are on the rise. Forty-five and 58 percent of employers, respectively, expressed growing concern about mental illness as a source of occupational disabilities and non-occupational disabilities. Moreover, one-third of survey respondents characterized the management of mental illness in the workplace as very difficult.

RESEARCH METHODOLOGY

The study of methods by which we gain knowledge, it deal with cognitive processes imposed on research by the problems arising from the nature of its subject matter.

RESEARCH DESIGN

This is a descriptive research. The major purpose of descriptive research is description of the state of affairs as it exists at present.

SAMPLE DESIGN:

The researcher followed the method of Cluster sampling for collecting data from the employees of various Auto Components industries in Chennai.

SAMPLE SIZE

Samples of 150 respondents were approached by the researchers for collecting the data.

DATA COLLECTION

The source of data used is primary data and secondary data. Primary data was collected through well-structured and well-designed questionnaire. The questionnaires elicited a broad range of information. Personal interview was also conducted with each individual to whom a questionnaire was given to get their thoughts on some specific issues. The questionnaire consisted of 20 questions with multiple choice responses. Secondary data were collected from various sources like past records, magazine, company website and reports.

DATA ANALYSIS AND INTERPRETATION

Table - 1 Years of experience of respondents

S.No.	Options	Percentage
1	1-3yrs	04
2	4-6yrs	15
3	7-10yrs	38
4	11-15yrs	40
5	Above 15yrs	03
Total		100

Table - 2 Respondents feeling on beginning of the day

S.No.	Options	Percentage
1	Highly enthusiastic	33
2	Refreshed	47
3	Moderate	15
4	Dull	4
5	Frustrated	01
Total		100

Table - 3 Respondents engagement in activities

S.No.	Options	Percentage
1	Yoga	16
2	Meditation	23
3	Workout	15
4	Walking	40
5	Jogging	06
Total		100

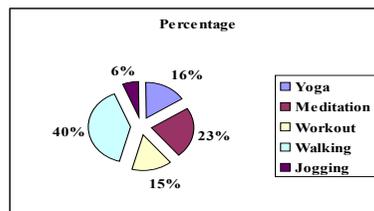


Figure - 1 Respondents engagement in activities

- It is concluded that the respondents were recognized and rewarded for performance.

FINDINGS

The study highlights the following inferences about the respondents.

- Most of the respondents have an experience of 11-15 years.
- 47% respondents feel refreshed on beginning of the day.
- There is no significant relationship between age and satisfying work life balance of the respondents.

SUGGESTIONS

- The company should conduct periodical counseling for the employees.
- To introduce or encourage new motivational programs for the employees (like sports activities, entertainment activities).
- Superior subordinate relationship should be improved.
- Grievance handling system within the organization should be improved.

CONCLUSION

The study mainly focuses on causes and effects of stress among the employees in auto-motive industries. The data analysis and the findings clearly reveals that the employees are under moderate stress level hence various valuable suggestions are offered to the organization to help the employees to overcome it. This will also ensure effective performance of employees at work place. Most of the employees handle their stress by engaging themselves in some entertaining activities. Hence it is concluded the employee have a moderate stress level.

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