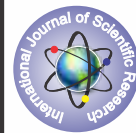


A STUDY ON EFFECT OF STRESS ON EMPLOYEE JOB PERFORMANCE IN BHARAT HEAVY ELECTRICALS LIMITED (BHEL) IN TRICHY



HRM

KEYWORDS: Stress in working field, Emotional, BHEL-Trichy

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ABSTRACT

Stress is an all pervading moderns phenomenon that takes a heavy toll of human life different situation and circumstances in our personal life and in our job produce stress. We shall divide then in to factors related to the organization or job factors related to the person which include his experience or personality traits.

A well structured close ended questionnaire was administered by the researcher. From a total of 2000 employees, 100 sampling were taken in to consideration through simple random sampling techniques. The data were analyzed using Simple Percentage Method and Chi-square test.

INTRODUCTION

Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast paced world, it is impossible to live without stress, whether you are a student or a working adult. There is both positive and negative stress, depending on each individual's unique perception of the tension between the two forces.

Stress management is the need of the hour. However hard we try to go beyond a stress situation, life seems to find new ways of stressing us out and plaguing us with anxiety attacks. Moreover, be it our anxiety, mind-body exhaustion or our erring attitudes, we tend to overlook causes of stress and the conditions triggered by those. In such unsettling moments we often forget that stressors, if not escapable, are fairly manageable and treatable.

Stress is the "wear and tear" our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings.

Stress in individuals is defined as any interference that disturbs a person's healthy mental and physical well being. It occurs when the body is required to perform beyond its normal range of capability.

REVIEW OF LITERATURE

Chitranjan N. Daffuar & Priya Nair (2000) has conducted a study on "The Impact of Organizational Stress on Occupational Stress" in process, service, engineering and manufacturing organizations. The study aimed to study the differences in the culture of these organizations. The results indicate an adverse relationship between organizational culture and occupational stress in most cases. With regard to differences in culture, the culture of service organization was found significantly different from the culture of an Engineering manufacturing organization differed significantly from manufacturing organization. No Significant differences were found between any other organizations.

Dr. H. L. Kaila (2000) has conducted "A Study On Health Problems Of Women Computer Workers" and revealed that the psychosomatic problem, has been found to be significantly more among the women who used computer at different exposure times than those who did not use. These respondents had trouble with aches in the neck or upper back. 83.5% of the women who used computer 75% of the time in a day at their work place, complained that they often or sometimes had aches in the neck or upper neck. The other psychosomatic problems were found to be tiredness in a short time, trouble with lower back pain & breathing, a feeling of constriction in chest, trouble with poor appetite & getting no sleep etc.

Raja (2002) conducted a study on job-related stress and its management among the executives in BHEL, Trichy. He concluded that role ambiguity of an individual or lack of support of team workers and lack of information from the boss may create stress.

Boby (2004) conducted a study on stress in executives at Apollo Tyres, Perambara Unit, Kerala. He concluded that role overload, extra working hours, persona factors and office politics to some extent have been found to be the reason for the stress, causing some effect on the performance of the executives.

OBJECTIVES OF THE STUDY

- To study effect of stress on the performance of the executives at BHEL.
- To study the impact and usefulness of Work Stress Management and also to suggest measures for coping with stress.

RESEARCH METHODOLOGY

Statement of the Problem

Stress is a part of every executive life and this has been a major concern for every organization. The success of every organization depends on how well their employees overcome stress. Presently BHEL is facing the problem of declining performance with drawl & negative change in the attitudes of executive. To probe in to the reason of this change a study executive's stress in BHEL was undertaken.

Scope of Study

- The present world is fast changing and there are lots of pressures & demands at work.
- This pressure at work lead to physical disorders stress refers to individual reaction to a disturbing factor in the environment.
- Hence this to know the factors of stress and to reduce the stress in employees.

RESEARCH DESIGN

Sampling Technique: Method of sampling used was simple Random sampling.

Population: The population used in the study is 126.

Method of Data Collection: Primary data are collected through structured Questionnaire.

Tools for Analysis: Simple Percentage Method & Chi-Square Test.

LIMITATIONS OF THE STUDY

- The sample size chosen is covered only a small portion of the whole population of BHEL Trichy.
- The study is confined to limited period of one month.
- Accuracy of the study is purely based on the information given by the respondents.

DATA ANALYSIS AND INTERPRETATION

TABLE 1: EMPLOYEE GENDER

Employee Gender	No. of Respondents	Percentage
Male	114	90
Female	12	10
Total	126	100

INTERPRETATION:

From this table it is clear about 90% of respondents are male and remaining 10% of respondents are Female.

FIGURE 1: EMPLOYEE GENDER

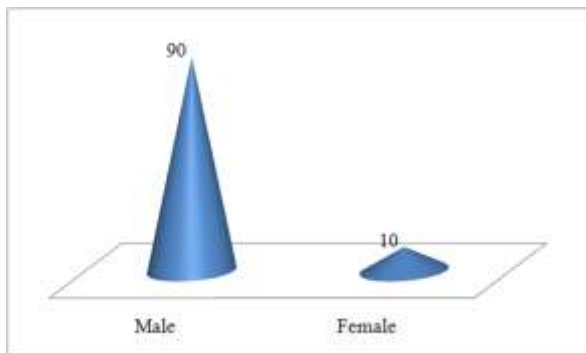


TABLE 2: EXPERIENCE WISE DISTRIBUTION OF THE RESPONDENTS

Experience	No. of Respondents	Percentage
10-May	18	14
10-May	63	50
15-Oct	32	25
Above	13	11
Total	126	100

INTERPRETATION:

From this table it is clear about 50% of respondents have 5-10 years experience in BHEL, 25% of respondents have 10-15 years experience in BHEL, 14% of respondents have 5-10 years experience in BHEL and remaining 11% of respondents have above 10-15 years experience in BHEL.

FIGURE 2: EXPERIENCE

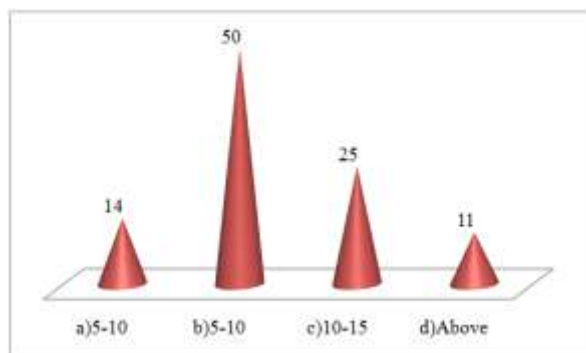


TABLE 3: SUPPORTIVE WORK CULTURE IN ORGANIZATION

Supportive Work Culture	No. of Respondents	Percentage
Mostly	77	61
Rarely	32	25
Sometimes	15	12
Not at all	2	2
Total	126	100

INTERPRETATION:

From this table it is clear about 61% of respondents the work culture at BHEL is mostly supportive, 25% of respondents says rarely supportive, 12% of respondents says sometimes supportive and remaining 2% respondents says not at all supportive.

FIGURE 3: SUPPORTIVE WORK CULTURE IN ORGANIZATION

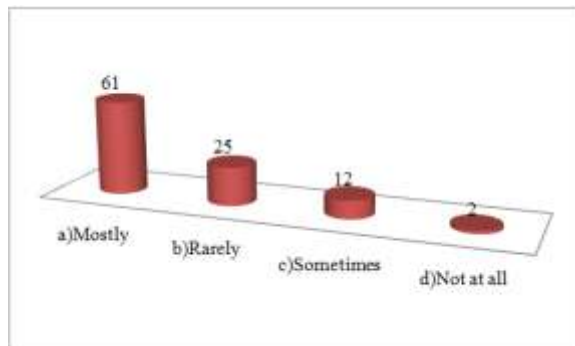


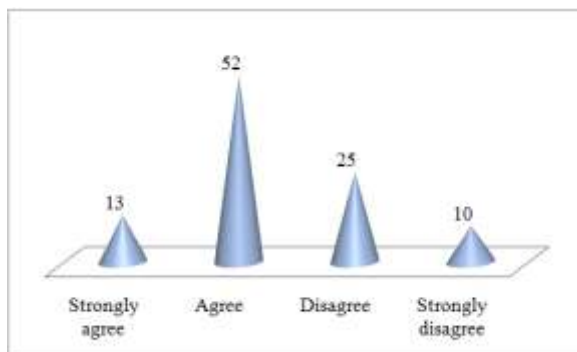
TABLE 4: LOT OF RESPONSIBILITY AT BHEL

Lot of Responsibility	No. of Respondents	Percentage
Strongly agree	16	13
Agree	66	52
Disagree	31	25
Strongly disagree	13	10
Total	126	100

INTERPRETATION:

From this table it is clear about 52% of respondents agree that there is lot of responsibility at BHEL, 25% of respondents disagree that there is lot of responsibility at BHEL, 13% of respondents strongly agree that there is lot of responsibility at BHEL and remaining 10% of respondents that there is lot of responsibility at BHEL.

FIGURE 4: LOT OF RESPONSIBILITY AT BHEL



ASSOCIATION BETWEEN EXPERIENCE & RESPONSIBILITY AT BHEL USING CHI-SQUARE TEST

Null Hypothesis (H₀): There exists no association between Experience and Responsibility at BHEL.

Alternative Hypothesis (H_a): There exists association between Experience and Responsibility at BHEL.

TABLE: 5

Responsibility at BHEL	Strongly agree	Agree	Disagree	Strongly disagree	Total
Experience					
0-5	4	10	1	5	20
10-May	7	33	12	11	63
15-Oct	2	20	4	3	29
Above	3	5	3	3	14
Total	16	68	20	22	126

Calculated Value=8.59
 Degree of Freedom=9
 The table value at 5% level of significant is 16.919
 Calculate value < Table value (8.59 < 16.919), null hypothesis is accepted.

As calculated value is less than table value, null hypothesis is accepted and alternative hypothesis is rejected. There exists no association between experience and responsibility.

Inference: Irrespective of the years of experience, responsibility is given to the employees at BHEL.

ASSOCIATION BETWEEN EXPERIENCE & TOO MUCH OF WORK TO DO IN THE ORGANIZATION USING CHI-SQUARE TEST

Null Hypothesis (H₀): There exists no association between experience and much work to do in the organization.

Alternative Hypothesis (H_a): There exists association between experience and much work to do in the organization.

TABLE: 6

Too much work to do	Strongly agree	Agree	Disagree	Strongly disagree	Total
Experience					
0-5	44	5	7	4	20
10-May	6	12	19	4	61
15-Oct	6	22	9	5	32
Above	2	4	4	3	13
Total	18	43	39	26	126

Calculated Value=16.167
 Degree of Freedom=9
 The table value at 5% level of significance is 16.919
 Calculate value < Table value (16.167 < 16.919), null hypothesis is accepted and alternative hypothesis is rejected.

There exists no association between experience and much work to do in the organization.

Inference: Irrespective of the years of experience, workload is given to the employees at BHEL.

ASSOCIATION BETWEEN GENDER & SUPPORTIVE WORK CULTURE IN YOUR ORGANIZATION USING CHI-SQUARE TEST

Null hypothesis (H₀): There exists no association between work culture support extended at BHEL and employee gender.

Alternative Hypothesis (H_a): There exists association between work culture support extended at BHEL and employee gender.

TABLE: 7

Employee Gender	Mostly	Rarely	Sometimes	Not at all	Total
Male	71	32	11	2	116
Female	5	2	3	0	10
Total	76	34	14	2	126

Calculated Value=3.848
 Degree of Freedom=9
 The table value at 5% level of significance is 16.919
 Calculate value < Table value (3.848 < 16.919), null hypothesis is accepted and alternative hypothesis is rejected.

There exists no association between work culture support extended at BHEL and the employee gender.

Inference: Work Culture support is extended at BHEL irrespective of the employee gender.

CONCLUSION

Organization must begin to manage people at work differently treating them will respect and valuing their contribution. If we enhance the psychological well being and health of the employees in the coming future the Organization as employee retention.

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