



## A STUDY ON IMPACT OF STRESS AND SATISFACTION LEVEL OF EMPLOYEES IN MAGNESITE INDUSTRY IN SALEM DISTRICT

### Management

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### ABSTRACT

Stress is a part of day-to-day living of every individual. The magnesite employees may experience stress in their job. This study was conducted in salem district, regarding impact of stress and satisfaction level of employees in magnesite industry. Totally there were 1500 respondents, the researcher has selected 100 respondents through convenient sampling method. The researcher were collected both primary and secondary, tools used like simple percentage, chi-square test and mean and standard deviation, finding of the study Out of 200 respondents, 63 percent of the respondent are have good relationship with fellow colleague and the remaining 37 percent are have moderate relationship with fellow colleague. the research is conclude that 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.

### KEYWORDS

#### Introduction

Stress plays an important role in an individual's work performance. The impact of stress on individuals may also have an impact on organizations performance. Hence individual has to come up with stress for his personal and organizational growth. As most of the workers were satisfied with their work the company has to maintain the existing level of job satisfaction prevailing among employees. They can also motivate their workers with innovative motivation tools for their additional talents.

#### MAGNESITE SECTOR IN INDIA

Production of magnesite in 2014 -15 at 276 thousands tones increased by 40% as compared to that in the previous year. There were 16 reporting mines in 2014 -15 as against 14 in the previous year. Five principles producers accounted for 81% of the total output during the year 2014 -15. About 60% of the total production of magnesite was contributed by public sector during 2014 -15 as against 62% in the preceding year.

Tamil Nadu continued to be the major producing state with maximum share of 78% in total output during 2014-15 followed by Uttarakhand (19% ) and the remaining 3% was contributed by Karnataka. Mine-head closing stock for the year 2014-15 were 61 thousand tonnes as against 63 thousand tonnes in the previous year.

#### FOREMOST TYPES OF STRESS

Stress can be divided into two types namely, acute stressors and chronic stressors depending on the nature of stressful events. Acute stressors are threatening events that have a relatively short duration and a clear end point. Examples would involve flood, major exam etc. Chronic stressors are threatening events that have a relatively longer duration and no readily apparent time limit. Example would include financial problems, caring for the sick family members over a period of years. Weiten, (1995) classify stressful events into four major types: frustration, conflict, change and pressure. (1) Frustration occurs in any situation in which the pursuit of some goal is thwarted. Failure and losses are two common kinds of frustrations that are often highly stressful. (2) Conflict occurs when two or more incompatible motivations or behavioural impulses compete for expression. There are three basic types of conflict, approach-approach, avoidance-avoidance, and approach-avoidance. In our everyday life, it becomes unavoidable to choose between two goals. The third type is especially stressful. Vacillation is a common response to approach-avoidance conflict. (3) Change, life changes bring in significant alteration in one's living circumstances that require readjustment. Changes in personal relationships, changes at work, changes in finances and so forth can be stressful even changes are welcomed and (4). Pressure involves expectations or demands that one behaves in a certain way. Self-imposed pressure, pressure from work and school, pressure from

family relations, and from peer groups are more common in our lives and it is highly stressful.

#### LITERATURE BACKGROUN

**Anitha Devi (2007)**<sup>1</sup> aimed at identifying the degree of life stress and role stress experienced by professional women. A total sample of 180 women professionals belonging to six occupations were chosen for the study. The result showed science and technology professionals and doctors experienced significantly greater life and role stress followed by administrators and self-employed. Teachers and bankers experienced comparatively lesser stress in both role as well as life.

**Tharakan (1992)**<sup>2</sup> studied on occupational stress and job satisfaction among workingwomen. He observed that professional women experienced greater work related stress than non professional women. The expectation of technocrats was much higher than the non technocrats.

#### OBJECTIVES OF THE STUDY

- To understand the various stressors among employees working in magnesite company
- 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 magnesite companies are operating in this district.

##### Sampling Technique

Totally there were 1500 respondents, the researcher has selected 100 respondents through convenient sampling method.

##### Data collection

I 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	14	7
2	31-40	44	22
3	41-50	62	31
4	Above 50	80	40
	Total	200	100

**Inference**

From the above table it is found that a maximum of 40% of employees are in the age group of above 50 years and followed by 31% are in the age group of 41-50 years. It is also found that 22% are in the age group of 31-40 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	60	69.58	8.45
2	10,000 – 15,000	100	70.07	7.49
3	Above 15000	40	66.81	9.948
	Total	200	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	minimu m	Maxim um	mean	Std. Deviation
1	Time is not sufficient	200	1	5	3.20	.90
2	Over time	200	1	5	3.05	1.07
3	Lack of superiors support	200	1	5	2.90	.91
4	Poor salary	200	1	5	3.50	1.01
5	Insecurity in the job	200	1	5	3.01	.98
6	No job satisfaction	200	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. No	Age choice	No of respondents		Total
		Yes	No	
1	Below – 30	10	4	14
2	20 – 30	30	14	44
3	31 – 40	46	16	62
4	41 – 50	56	24	80
	Total	142	58	200
(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

$D.O.F=(R-1)(C-1) = (4-1)(2-1) = 3 \times 1 = 3$  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.

**Findings of the study**

- Socio economic conditions of the respondents. Among the employees surveyed 20 percent are females and 80 percent are males.
- From the age wise classification of the respondents it is clear that maximum of 40% of employees are in the age group of above 50 years and followed by 31% are in the age group of 41-50 years. It is also found that 22% are in the age group of 31-40 years and 7% employees are in the age group of below 30 years respectively.
- Majority of the respondents 50% have monthly income of 10,000 – 15,000.
- Out of 200 respondents, 63 percent of the respondent are have good relationship with fellow colleague and the remaining 37 percent are have moderate relationship with fellow colleague.

**Conclusion**

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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