Research Paper Commerce

Impact of Stress on Employees of Small Scale Industries

Dr. A. Jeyapragash | Associate Professor in Commerce, G.T.N.Arts College, Dindigul

R. Boopathi | Ph.D., Research Schloar, G.T.N.Arts College, Dindigul

ABSTRACT

Stress is not necessarily bad itself. Although stress is typically discussed in a negative context, it also has a positive value. Frequent studies on stress would help to uncover the shadow areas, so that steps can be initiated to minimize the effect of the determinant factors of 'stressors' and also help individuals and organizations evolve new and effective coping strategies. It is with this view the present study has been undertaken with the overall objective of the study to evaluate and present the theoretical aspects relevant to the concept of employee's stress and to analyze the employees' responses on the various impacts of stress on employees of small scale industries in Dindigul district.

Stress is like electricity. If the voltage is just right, it makes a bulb light up and provides brilliant illumination. Such glow-up occurs when stress is properly channeled, resulting in a feeling of challenge, satisfaction, creativity, effectiveness and better adjustment to work and life. The majority of the respondents are of the view that the Stress has resulted in economic development and organizational development.

KEYWORDS | Stress, Stressors, Coping Strategies

INTRODUCTION

Stress is not necessarily bad itself. Although stress is typically discussed in a negative context, it also has a positive value. It's an opportunity when it offers potential gain. Consider, for example, the superior performance that an athlete or stage performer gives in "clutch" situations. Such individuals often use stress positively to rise to the occasion and perform at or near their maximum. Similarly, the many professionals see the pressures of heavy workloads and deadlines as positive challenges that enhance the quality of their work and the stress they get from their job.

From the organization's standpoint, stress management may not be concerned when employees experience low to moderate levels of stress. Because such levels of stress may be functional and lead to higher supervisor performance. But high levels of stress, or even low levels sustained over long periods, can lead to reduced supervisor performance and thus require action by management.

When stress becomes excessive, employees develop various symptoms of stress that can harm their job performance and health, and even threaten their ability to cope with the environment. People who are stressed become nervous and chronically worried. They are easily provoked to anger and are unable to relax. They may be uncooperative or use alcohol or other drugs excessively. Although these conditions occur from other causes, they are common symptoms of underlying stress. This will further lead to strained work atmosphere. In this context the study of the stress leading to such strained work environment becomes very essential for the long-term of any organization.

STATEMENT OF THE PROBLEM

In the interest of the individual, business world and the Government, SSI employees are playing a very important role for developing the Indian Economy. Further SSI employees are considered to be a very important human resource, where SSIs serve better to the society and nation, the society and nation in turn develops. It is generally believed by the common man that employees of SSI may not experience stressors in their jobs when compared to other occupations. To test the validity of this belief, an earnest attempt has been made to study on job stress among employees in SSI in Dindigul.

OBJECTIVES OF THE STUDY

Frequent studies on stress would help to uncover the shadow areas, so that steps can be initiated to minimize the effect of the determinant factors of 'stressors' and also help individuals and organizations evolve new and effective coping strategies. It is with this view the present study has been undertaken with the overall objective of the study to evaluate and present the theoretical aspects relevant to the concept of employee's stress and to analyze the employees' responses on the various impacts of stress on employees of small scale industries in Dindigul district.

SAMPLING DESIGN

All the small and medium manufacturing sector enterprises situated in Dindigul are included for the study. The list of small and medium manufacturing enterprises was obtained from the Manager of the District Industries Centre, Dindigul.

The small scale industrial units located in Dindigul consist of agro and forest based units, engineering and allied units, textile and polymer based units, leather and leather based units, chemical based units and miscellaneous units.

The district is divided into fourteen blocks. Each block is considered a cluster. The present study selected 60 industrial units in the universe of 1792 units in the district. Data were collected from the sample industrial groups adopting convenience sampling method. A selection of 240 employees was made on a simple random basis at the rate of 4 from each selected units. The primary data are collected by the interviewing the employees with the help of the interview schedule.

ANALYSIS AND INTERPRETATION

Job stress can be positive or negative. Some work situations may have positive challenges and excitement. While others are very threatening and anxiety arousing. In this article, an attempt is made to analyze the respondents' responses on the various impacts of stress on employees of small scale industries in Dindigul district. The responses were collected through an interview schedule containing 15 statements relating to the various impacts of stress on employees of small scale industries. The responses of the sample respondents of 240 to the 15 statements have been recorded.

The formula for KS-test is $D = O - E$. D refers to calculated value, O refers to cumulative observed proportion and E refers to cumulative expected proportion.

O is calculated on the basis of observed frequency i.e., the actual importance ratings given by the respondents. The total number of respondents is 240. The calculation part of this test is explained with the following example. Suppose, 160 respondents have given their opinion for gradation "Strongly Agree" in a statement the observed proportion is calculated by dividing 160 by total respondents i.e., 240. The resultant value (0.75) is the observed proportion. For all gradations, the same method of calculation is followed. On the basis of observed proportion, cumulative observed proportion is calculated.

Cumulative expected proportion is calculated on the basis of expected proportion. Since there are five gradations, for each gradation 0.20 is assigned as expected proportion. On the basis of expected proportion cumulative expected proportion is calculated.

For each gradation, the difference between cumulative observed proportion and cumulative expected proportion is calculated. The highest difference will be taken as calculated value. The calculated value is compared with the table value.

If the calculated value is more than the table value, the null hypothesis is rejected. On the other hand if the calculated value is less than the table value, the null hypothesis is accepted.

Impact Of Stress Resulted On The Development Of Socio-Economic Conditions

S.No	Stress has resulted in	Strongly Agree +2	Agree +1	Cannot Decide 0	Dis-agree -1	Strongly Disagree -2	Intensity Value	Rank
1	Economic development	217	14	5	4	0	444	1
2	Organizational development	105	68	20	30	17	214	8
3	Educational development	38	93	17	75	17	60	15
4	Occupational development	122	93	17	8	0	321	3
5	Product development	68	97	23	47	5	176	11
6	Environmental development	35	120	15	47	23	97	14
7	Career development	62	98	10	47	23	129	12
8	Job involvement	48	118	0	47	27	113	13
9	Emotional problems	65	137	5	27	7	226	6
10	Physical problems	153	63	0	23	0	346	2
11	Psychological problems	60	105	40	25	10	180	10
12	Behavioural problems	93	93	0	30	23	203	9
13	Job dissatisfaction	70	127	13	30	0	237	5
14	Absenteeism	62	127	30	17	5	224	7
15	Imbalanced life	165	60	0	15	0	315	4

Source: Primary Data

The table shows the data on the opinion of the respondents on the statements regarding the various impact of Stress resulted on the employees of small scale industries. It gives the different intensities of favorability and unfavourability and their respective scores on the statements.

As far as the first statement is concerned out of 240 respondents, 231(96.25%) have positive outlook towards the statement. Thus majority of the respondents are of the view that the Stress has resulted in economic development. The statement is ranked first.

Considering the second statement out of 240 respondents, 173(72.08%) have positive outlook towards the statement. Thus majority of the respondents are of the view that the Stress has resulted in organizational development. The statement is ranked eighth.

Regarding the third statement out of 240 respondents, 131(54.58%) have positive outlook towards the statement, 17respondents are at the neutral position. The intensity value is +60. Thus majority of the respondents are of the view that the Stress has resulted in educational development. The statement is ranked fifteenth.

Regarding the fourth statement out of 240 respondents, 215(89.58%) have positive outlook towards the statement, 17respondents are at the neutral position. The intensity value is +321. Thus majority of the respondents are of the view that the Stress has resulted in occupational development. The statement is ranked third.

Regarding the fifth statement out of 240 respondents, 165 (68.75%) have positive outlook towards the statement, 23respondents are at the neutral position while 52 respondents have a negative opinion. The intensity value is +176. Thus majority of the respondents are of the view that the Stress has resulted in product development. The statement is ranked eleventh.

Regarding the sixth statement out of 240 respondents, 155 (64.58%) have positive outlook towards the statement, 15 respondents are at the neutral position while 70 respondents have a negative opinion. The intensity value is +97. Thus majority of the respondents are of the view that the Stress has resulted in environmental development. The statement is ranked fourteenth.

About the seventh statement out of 240 respondents, 160 (66.66%) have positive outlook towards the statement, 10respondents are at the neutral position while 70 respondents have a negative opinion. The intensity value is +129. Thus majority of the respondents are of the view that the Stress has resulted in career development. The statement is ranked twelfth.

As far as the eighth statement is concerned out of 240 respondents, 166 (69.16%) have positive outlook towards the statements. The intensity value is +113. Thus majority of the respondents are of the view that the Stress has resulted in job involvement. The statement is ranked thirteenth.

Regarding the ninth statement out of 240 respondents, 202 (84.17%) have positive outlook towards the statement, 5 respondents are at the neutral position.34 respondents have a negative opinion. The intensity value is +226. Thus majority of the respondents are of the view that the Stress has resulted in emotional problems. The statement is ranked sixth.

Considering the tenth statement, out of 240 respondents, 216 (90.00%) have positive outlook towards the statement, 23respondent has a negative position. The intensity value is +346. Thus majority of the respondents are of the view that the Stress has resulted in physical problems. The statement is ranked second.

About the eleventh statement out of 240 respondents, 165(68.75%) have positive outlook towards the statements, 40 respondents are at the neutral position while 35 respondents have a negative opinion. The intensity value is value is +180. Thus majority of the respondents are of the view that the Stress has resulted in psychological problems. The statement is ranked tenth.

As far as the twelfth statement is concerned out of 240 respondents, 186 (77.5%) have positive outlook towards the statement, no one at the neutral position while 53 respondents have a negative opinion. The intensity value is +203. Thus majority of the respondents are of the view that the Stress has resulted in behavioural problems. The statement is ranked ninth.

Regarding the thirteenth statement out of 240 respondents, 197 (82.08%) have positive outlook towards that statement, 13 respondents are at the neutral position. 30 respondents have a negative opinion. The intensity value is +237. Thus majority of the respondents are of the view that the Stress has resulted in job dissatisfaction. The statement is ranked fifth.

Considering the fourteenth statement, out of 240 respondents 189 (78.75%) have positive outlook towards the statement 22 respondents has a negative position. The intensity value is + 224. Thus majority of the respondents are of the view that the Stress has resulted in absenteeism. The statement is ranked seventh.

As far as the fifteenth statement out of 240 respondents, 225 (81.25%) have positive outlook towards the statement, 15 respondents have a negative opinion. The intensity value is + 315. Thus majority of the respondents are of the view that the Stress has resulted in imbalanced life. The statement is ranked fourth.

CONCLUSION

Stress is like electricity. If the voltage is just right, it makes a bulb light up and provides brilliant illumination. Such glow-up occurs when stress is properly channeled, resulting in a feeling of challenge, satisfaction, creativity, effectiveness and better adjustment to work and life. The majority of the respondents are of the view that the Stress has resulted in economic development and organizational development.

REFERENCES

Shailendra Singh and ArvindK.Sinha "Empirical Dimensions of Strategies of Coping with job Related Stress", Indian Journal of Applied Psychology, 2004, Vol.24(1), pp. 25-29. | Daved C. Ganster and others, Human behaviour at Work: Organizational behaviour, 7th edition, New York, McGraw – Hill, 2003. | Kahn et.al. , Organisatioanl Stress : Studies in Role Conflict and Role Ambiguity, New York : Wiley, 1964. |