



Efficacy Of “Stress Management” (With Special Reference To Fusilate Systems)

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ABSTRACT

This research study is done to identify the causes of stress in the organization, stress is an important and effective factor which effects on direct productivity of the company, and stress can reduce the output and can create uninteresting working conditions among the employees. If we don't concentrate on the stress factors and measures to avoid the stress we will face a big problem, so here we have identified the reasons of the stress and suggested for precautions and welfare measures to reduce the stress for organizations betterment .Here we have selected software company because the product is totally intangible which we can't see employees may face more stress in the production of intangible product ,this study is made on the basis of genuine information given by the employees.

Keywords : Stress factors, intangibility, welfare measures,analysis

Introduction:

Stress affects most people in some way. Acute (sudden, short-term) stress leads to rapid changes throughout the body. Almost all body systems (the heart and blood vessels, the immune system, the lungs, the digestive system, the sensory organs, and brain) gear up to meet perceived danger.

These stresses could prove beneficial in a critical, life-or-death situation. Over time, however, repeated stressful situations put a strain on the body that may contribute to physical and psychological problems. Chronic (long-term) stress can have real health consequences and should be addressed like any other health concern.

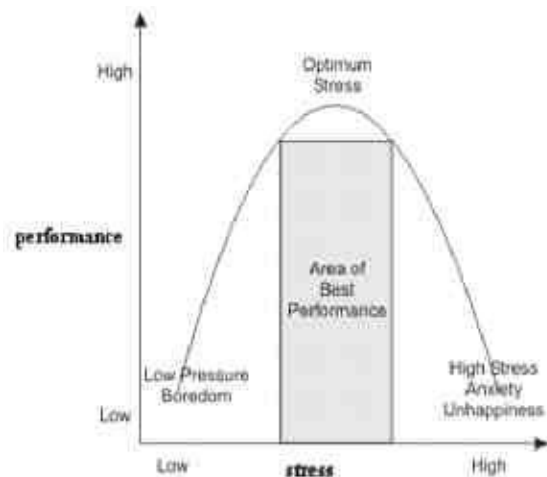
Fortunately, research is showing that lifestyle changes and stress-reduction techniques can help people learn to manage their stress.

External and Internal Stressors People can experience stress from external or internal factors.

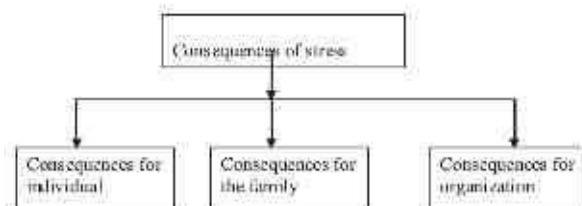
- External stressors include adverse physical conditions (such as pain or hot or cold temperatures) or stressful psychological environments (such as poor working conditions or abusive relationships).
- Internal stressors can also be physical (infections and other illnesses, inflammation) or psychological (such as intense worry about a harmful event that may or may not occur). As far as anyone can tell, internal psychological stressors are rare or absent in most animals except humans.

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. As a positive influence, stress can help compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of distrust, rejection, anger, and depression, which in turn can lead to health problems such as headaches,

upset stomach, rashes, insomnia, ulcers, high blood pressure, heart disease, and stroke. Stress is physical, mental and chemical reasons to circumstances that frighten, confuse, endanger or irritate. If the stress is controlled it works



The inverted-U relationship between stress and performance



Objectives

1. To study sources of stress in fusilate systems
2. To analyses on the employees view point on existing stress management programmes
3. To find out need for a stress management programmes
4. To find possible measures to reduce stress at work
5. To give an overview on how does stress affects badly the employee and the organization.
6. To find possible measures to reduce stress at work.
- 7 To give an overview on how does stress affects badly to the employee and the organization.
- 8 To search for stress relief techniques.

Scope Of The Study

Stress will badly affects the employees both at work and in personal life. If stress is managed properly it will be beneficial to employee as well as the organization in terms of production , employee satisfaction , increased productivity , Improved relationships both on and off the job, better teamwork and communication, Improved morale, retention of valued employees but if it's not managed properly it will create bad impact on employee's health, behavior, and psychologically. Bad on an employee means bad on organization too. Stress can be a reason for employee turnover, absenteeism, and low productivity. Thus stress affecting working of the entire organization.

Limitations Of The Study

- a. Inference shown by personal discussion with officials may be real as their opinion is subjective due to personal bias.
- b. The study was conducted within a short period so it's not possible to study all the aspects in detail.
- c. The time factor is a reason that respondents feel it an unnecessary inference in their study.
- d. Respondents may have hid some facts due to the fear of management.

1.5 Research Methodology

Research methodology will help us to know what are the research methods, techniques used in fulfilling the study conducted in FUSILATE SYSTEMS. It also helps in giving scientific justification of the problems, which are all methods are relevant and which are not relevant, why particular research method is appropriate for the study.

Area of Study

The study on stress management was conducted at FUSILATE SYSTEMS head office Hyderabad

Research Design

Research design stands for advance planning of the methods adopted for collecting the relevant data and techniques to be used in their analysis, keeping in view the objective of the research and the availability of staff, time and money.

Type of Data Collection

Both primary and secondary methods have been used in collecting data from fusilate systems. primary method means through observing and interviewing employees of fusilate systems and through questionnaire method. in secondary method data has been collected from fusilate systems' website, annual report.

Structured questionnaire: Structured questionnaire is a printed list of questions to be filled by the respondents. The structured questions should be short as possible and simple to understand. The questionnaire was designed such that it helps to elicit the accurate information.

Observation Method- This method is that subjective bias is eliminated. This is independent of respondent's willingness to respond.

Interview Method- this method of data collection involves of oral-verbal stimuli and reply in terms of oral-verbal response.

In fulfilling this project in FUSILATE SYSTEMS personal interview method is used i.e. direct personal investigation.

As stress on us increases, we enter the "area of best performance", we are able to focus on the task and perform well there is enough stress on us to focus our attention but not so much that it disrupts our performance.

Theoretical Frame Work

Stress

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. As a positive influence, stress can help compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of distrust, rejection, anger, and depression, which in turn can lead to health problems such as headaches, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart disease, and stroke.

Stress is physical, mental and chemical reasons to circumstances that frighten, confuse, endanger or irritate. If the stress is controlled it works like a friend and strengthen to encounter many failures. Stress can be taken as negative value as well as positive value. consider, for example when you undergo annual performance review at work, you feel stress because you confront opportunity, constraints, and demands. A good performance review may lead to a promotion, greater responsibility, and high salary. But a poor review may prevent from getting the promotion. An extremely poor review might then even result in being fired. Two conditions are necessary for potential stress to become actual stress. There must be uncertainty over the outcome and the outcome must be important .stress is highest for those individuals who perceive hat they are uncertain as to whether they will win or loss and lowest for those individuals who think winning or loosing is a certainty. But importance is also critical. If winning or loosing is an unimportant outcome, there is no stress.

The study by the Indian Council for Research on International Economic Relations, a New Delhi-based research group, said India's rapid economic expansion has boosted corporate profits and employee incomes, but has also sparked a surge in workplace stress and lifestyle diseases that few Indian companies have addressed. Health Minister Anbumani Ramadoss said his biggest concern was the country's information technology industry that has grown rapidly, riding on the outsourcing boom in recent years. "It's the fastest-growing industry in our country, but it is most vulnerable to lifestyle diseases," Ramadoss said. "Its future growth could be stunted if we don't address the problem now."

Long working hours, night shifts and a sedentary lifestyle make people employed at information technology companies prone to heart disease and diabetes, the report said. There have also been growing reports of mental depression and family discord in the industry. Infosys Technologies Ltd., India's second-largest software exporter, has a 24-hour hot line for employees suffering from depression to access psychiatrists.

Do u face stress at work?

	Always	To some extent	To great extent	Never	Total
No of respondents	10	30	8	2	50
Percentage	20	60	16	4	100

Whether stress affects your performance?

	Agree	Strongly Agree	Disagree	Strongly Disagree	Total
No of Respondents	32	12	6	0	50
Percentage	64	24	12	0	100

Does Stress affect negatively at Work?

	Always	To some extent	To great extent	Never	Total
No of respondents	0	20	25	5	50
Percentage	0	40	50	10	100

Do you Think Stress helps in boosting your performances?

	Never	Sometimes	Almost	Always	Total
No of respondents	19	18	10	3	50
Percentage	38	36	20	6	100

Do Ever Stress becomes a reason for absences?					
	very Often	Occassionaly	Rarely	Never	Total
No of respondents	3	20	16		50
Percentage	6	40	32	22	100

Do You think the output is affected by stress?					
	Very Much	To an Extent	Too much	Never	Total
No of respondents	3	27	14		50
Percentage	6	54	28	10	100

Do you feel stressed when the organization provide dead line at work?					
	very Often	Occassionaly	Rarely	Never	Total
No of respondents	7	24	14		50
Percentage	14	48	28	10	100

Whether stress brings impact on behavior, if so then what extent?					
	Always	To some extent	To great extent	Never	Total
No of respondents	4	32	11		50
Percentage	8	64	22	6	100

Stress creates health problems What is your opinion?					
	Agree	Strongly Agree	Disagree	Strongly Disagree	Total
No of Respondents	3	39	8	0	50
Percentage	6	78	16	0	100

Do you think Stress affects interpersonal relationship with co-workers and superiors?					
	Very Much	To an Extent	Too much	Never	Total
No of respondents	9	6	30		50
Percentage	18	12	60	10	100

How far individual stress affects performances?					
	Never	Sometimes	almost	always	Total
No of respondents	2	22	20		50
Percentage	4	44	40	12	100

Your opinion on stress management program followed in your organization?					
	Satisfied	Highly Satisfied	Dissatisfied		Total
No of respondents	0	0	50		50
Percentage	0	0	100		100

Do you think Stress at work affects your personal Life?					
	Agree	Strongly Agree	Disagree	Strongly Disagree	Total
No of Respondents	12	18	11	9	50
Percentage	24	36	22	18	100

Do you think Stress is a reason for job hopping?					
	Agree	Strongly Agree	Disagree	Strongly Disagree	Total
No of Respondents	31	0	14	5	50
Percentage	62	0	28	10	100

Do you think Stress management and Training program are necessary?					
	Always	To some extent	To great extent	Never	Total
No of respondents	18	12	20	0	50
Percentage	36	24	40	0	100

Hypothesis Testing

Chi Square Test Of Goodness Of Fit At 5% Level Of Significance

H0 = Stress does not affect the performance of an employees

$$\text{Degree of freedom (n-1)} = 3 - 1 = 2$$

$$\text{Expected frequency} = (32+12+6) \div 3 = 16.67$$

Observed frequencies (O)	Expected frequencies (E)	(O - E)	(O - E) ²	(O - E) ² / E
32	16.67	15.33	235.00	14.09
12	16.67	-4.67	21.80	1.31
6	16.67	-10.67	113.84	6.82
				22.22

Table 3

$$(O-E)^2 / E = 22.22$$

$$\text{Calculated value} = 22.22$$

$$\text{Table value at 5\% level of significance} = 5.991$$

Since,

$$\text{Calculated value} > \text{Table value}$$

We reject the null hypothesis (H0).

So alternative hypothesis H1 is valid

Stress affects performance of employees in FUSILATE SYSTEM

Findings

From the study conducted the following facts have been revealed:

- 60% of the employees in FUSILATE SYSTEMS feels stress at work, feels that they are working under stressful condition.
- 16% think stress is always caused by job related factors.
- FUSILATE SYSTEMS's 83% employees think that stress creates health problems.
- 78% of the employees are dissatisfied and 22% are highly dissatisfied with stress management program followed in FUSILATE SYSTEMS.
- Stress is a reason for job hopping 62% employees agrees to this fact.
- Stress management and training programs are necessary in an organization 40% of employees thinks to a great extent its necessary.
- 18% of employees think stress very much affects interpersonal relationship with co-workers and superiors in organization.
- 64% employees of FUSILATE SYSTEMS feel that to some extent stress brings impact on their behavior.
- 54% employees of FUSILATE SYSTEMS feels to an extent stress affects out put.
- 36% of FUSILATE SYSTEMS employees think that sometimes stress helps in boosting their performance.
- Employee shortage is a major problem in FUSILATE SYSTEMS.

Suggestions

To improve the present condition of FUSILATE SYSTEMS some suggestions are:

- Good training programmes on different departments should be implemented, so that employees can cope up with the changing needs of the firm.
- Currently poor stress management programmes are followed in FUSILATE SYSTEMS, so good stress management programmes should be implemented.
- Improve the welfare measures of employees.
- In any organization stress development means failure of implemented strategies and interpersonal relationships, so FUSILATE SYSTEMS should look at causes of stress, proper management of stress means success of organization.
- Occasional get together of employees and management
- Reorganization of people who have done outstanding performance, it will boost employee performance.
- Good employee and management relationship will help to reduce stress to a great extent.
- Consider the problems of the employees for the wellbeing of the organization.
- Introduce a stress management committee to solve employee problems.

Conclusion

The fusilate systems it solutions (fusilate systems) is doing its commercial functions of production, procurement, processing, product diversification and marketing of Software Products. Fusilate systems are farmer's friendly organization and it increases the industrial importance of Hyderabad by its Software production and products. It is enhancing the production of IT, developing the IT Services and strengthening the co-operative movement.

No organization and individual remain silent under stressful situation. The study will help the firm to improve existing stress management programs and thereby increasing employee satisfaction, increased productivity, improved relationships both on and off the job, better teamwork and communication, improved morale, retention of valued employees. Thus better management of stress is important in every organization.

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