



A Study On Occupational Stress Management Strategies Of Employees Of Marwadi Shares & Finance Limited, Rajkot

* Axaybharti N Goswami ** Yagnesh Gonsai

* Ph.D. (Pursuing), Sr Manager (HR) in Marwadi Shares & Finance Ltd, Rajkot, Gujarat

** (M.C.S), UGC-NET, Anand, Gujarat

ABSTRACT

In these days full of deadlines and ever-increasing targets, one has to balance well between his/her personal and professional life. Everybody is not gifted to successfully tackle/ deal/ manage the situations coming across at the workplace. That leads to occupational stress. The occupational stress has a great impact on personal life and professional performance of the employee.

The researcher, through this research, has tried to identify some of the factors in relation to occupational stress. Hypotheses were framed on the basis of designation, education, and marital status of the employees, as independent variables. And, as a dependent variable, it was occupational stress inventory scores. A random sample of 100 employees of Marwadi Shares & Finance Limited, Rajkot was selected along with their respective personal data-sheet. With the help of statistical analysis, 't' test was conducted and the results were found.

The research indicated that there was more occupational stress among the employees holding designation of 'Above Assistant level' than those 'Below Assistant level'. In terms of education, occupation stress was found more in employees of 'Above Graduation level' as compared to 'Below Graduation level'. And finally, employees' marital status had no impact on the occupational stress.

Keywords : Stress Management, Finance

Introduction

Occupational Stress is a stress at workplace. Occupational stress is mental, physical or emotional strain or tension or it is a situation or factor that can cause this (occupational stress). Occupational stress occurs when there is a discrepancy between the demands of the environment/workplace and an individual's ability to carry out and complete these demands.

Any company has a moral responsibility to practice healthy working culture and environment. The employee during most of the productive period of the day i.e. eight hours of his awoken period of the day, is available at the workplace. Each corporate policy makers must analyze their environment (general as well as organizational), evaluate alternative contingency strategies for likely future scenario like one that is being discussed now (the occupational stress), choose the right option and implement it to equip their middle and operating level employees to cope up the situation leading to occupation stress.

Experts feel that the change in attitude of the management is essential and needed. Simple measures could improve greatly the contentment and morale. Commonsense recommendations include redesigning the job to increase variety, prevent excessive hours, and provide better support. Rewards should also be improved-both praise and interest from senior staff and, more tangibly, working conditions, holidays, and opportunities for study leave. Participatory decision-making, skill building, social security, support, etc. are some of the other attentions management must pay to its employees. Management has to recognize its responsibility

for minimizing occupational stress, thereby, reducing ill health among employees, including potentially fatal coronary heart disease.

Volvo Car company in Sweden is an example to this method of occupational stress release. It introduced innovations such as job rotation to widen workers' skills, and less authoritarian management style that improved productivity and decreased depression and tiredness.

Hypotheses Of The Study

Main objective of the survey was to understand the occupational stress in broking industry (herein of the employees of the company concerned). First of all hypotheses have been framed and converted to their null form and verified through 't' test. Therefore the following hypotheses were formulated based on the above mentioned literature and objectives:

Ho:1 There is no significant mean difference between 'below Assistant level' and 'above Assistant level' scores of Occupational stress of employees of Marwadi Shares & Finance Ltd.

Ho:2 There is no significant mean difference between 'below Graduation level' and 'above Graduation level' scores of Occupational stress of employees of Marwadi Shares & Finance Ltd.

Ho:3 There is no significant mean difference between 'Married and Unmarried' scores of Occupational stress of employees of Marwadi Shares & Finance Ltd.

Methodology

Instruments:

- (1) Personal data-sheet
- (2) Occupational stress inventory (Dr. Shrivastav & Singh)

Sample

The sample consisted of 100 employees of Marwadi Shares & Finance Ltd, Rajkot.

Independent variables:

- Designation
- Education
- Marital status

Dependent variable:

Occupational stress inventory scores.

Tables:

The data is systematically presented in a tabulated form in results' tables.

For Ho: 1, Result Table No.1

Scores obtained between 'below Assistant level' and 'above Assistant level' for their Occupational stress concept scale:

Subject	N	Mean	Standard deviation	t	Signify
Below Assistant level	46	108.59	3.10	2.73	Significant
Above Assistant level	54	117.04			

Result & Discussion:

- 1) Difference between 'below Assistant level' and 'above Assistant level' scale means score of 108.59 and 117.04. "t" value was 2.73 and df was 98 which was significant at 0.05 level.
- 2) It was observed that level of occupational stress was higher among 'above Assistant level' compared to 'below Assistant level'.

For Ho:2, Result Table No.2

Score obtained between 'below Graduation level' and 'above Graduation level' of their Occupational stress concept scale:

Subject	N	Mean	Standard Deviation	t	Signify
Below Graduation & Above Graduation levels	36	111.75	3.02	2.46	significant
Above Graduation Level	64	113.94			

Result & Discussion

- 1) Difference between 'below Graduation level' and 'above Graduation level' scale means score of 111.75 and 113.94. "t" value was 2.46 and df was 98 which was significant at 0.05 level.
- 02) It was observed that level of occupational stress was higher among 'above Graduation level' compared to 'below Graduation level'.

For Ho: 3, Result Table No.3

Score obtained between 'Married and Unmarried' for their Occupational stress concept scale

Subject	N	Mean	Standard Deviation	t	Signify
Married	53	111.19	3.97	0.93	N.S.
Unmarried	47	114.89			

Result & Discussion

- 1) Difference between 'Married and Unmarried' scale means score of 111.19 and 114.89. "t" value was 0.93 and df was 98 which was not significant at 0.05 level.
- 2) It was observed that Tte marital status did not have any impact on occupational stress of the respective employees.

Conclusion

It was concluded that

- 1) employees holding higher designation had more occupation stress than those holding the lower one.
- 2) occupational stress was higher among above Graduation level compared to below Graduation level.
- 3) the marital status did not have any impact on occupational stress of the respective employees.
- 4) the growing importance of interventional strategies is felt more at organizational level.

Researcher's Opinion

As the researcher's opinion, these two approaches may be helpful to cope with occupational stress

- 1) Individual oriented strategies for coping with occupational stress:
 - Solo-active: - reading, writing, photography, art, playing a musical instrument, collection of different things, running, hobbies, vacations.
 - Group- activities: - sports, games, eating out, vacations.
 - Solo-passive/group-passive: - television, movies, shows & theatre, listening to music, concepts, opera, sporting events, vacations.
 - Yoga & meditation

2) The organization oriented strategy for coping with occupational stress:

The corporate body has also a moral responsibility to practice healthy work culture and environment.

Occupational stress free employees perform better, work harder, feel happier and have a long term commitment to the organization.

Now time has come when the organizations adopt the philosophy of "Healthy mind and healthy body", which will help in cultivating right attitude and transformation of present turbulent societies into an "occupational stress free society" or they will end up paying price for it.

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