



Employees job Stress at Tirumala Tirupati Devasthanam

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ABSTRACT

Job stress is a universal phenomenon which is part of mankind's work environment. It is widely viewed as a product of mismatch between the individual and his/her physical or social environment. The fact is that no meaningful job is stress-free. Life is full of stressors – the circumstances or events that produce threat to the well-being. Stress is a response of the individual to stressors that are either threatening or challenging. There is no mathematical formula to assess the stress level. A situation which is stressful to one may not be stressful to another. Similarly, a situation which is stressful at one time may not be stressful at the other time. The present paper analyses about the level of stress on TTD employees and to identify factors that creates job stress in employees. Tirumala Tirupati Devasthanams (TTD), the abode of Lord Venkateswara is the largest temple administration in the country. A board of trustees manages TTD since 1933. It is estimated that about 30-40 million pilgrims visit the shrine every year and a daily average of more than one lakh. The trust oversees the operations and finances of second richest and most visited religious center in the world. It is also involved in various social, religious, literacy and educational activities. It also provides facilities to make their pilgrimage a unique and rewarding spiritual experience. At present TTD employs more than 16,000 people. The employees who render service to the pilgrims are expected to be well informed about all the aspects of administration and details of various Srivari sevas, Accommodation etc. They must be able to serve the pilgrims with devotion and maintain high moral and spiritual values. An efficient and expertise man power is needed to perform these activities in front of a big crowd all over the day and the role of employee becomes hectic and more stressful. Stress at work is a relatively new phenomenon of modern lifestyles.

KEYWORDS

Organizational stress, job stress, stress-free, work stress levels and over work load.

INTRODUCTION

Tirumala Tirupati Devasthanams (TTD), the abode of Lord Venkateswara is the largest temple administration in the country. A board of trustees manages TTD since 1933. It is estimated that about 30-40 million pilgrims visit the shrine every year and a daily average of more than a lakh. At present TTD employs more than 16,000 people. The employees who render service to the pilgrims are expected to be well informed about all the aspects of administration and details of various srivari-seva. They must be able to serve the pilgrims with devotion and maintain high moral and spiritual values. Any program that improves the efficiency of the employees will go a long way in making TTD one of the best-run temple organizations in the country.

LITERATURE REVIEW:

Dr. R. Ganapathi (2014) expressed that stress is the single non-specific reaction of the body to a demand made upon it. Everyone experiences some form of stress or the other and in many cases, the stress or the adverse reaction, to the demand of the situation gets reduced with the passage of time or when one gets used to the situation. Organizational stress, resulting from the demands of the work environment is one such psychological situation. When a woman entrepreneur gains experience and confidence in her work, the stress is bound to decline. It is also believed that training the employee in the proper method of doing the work reduces stress. However, the demanding nature of the job, the aging process, the ever increasing work pressure, the constant need to achieve the target, the peer pressure and unsympathetic higher ups are some of the factors which affect the psyche of the women entrepreneurs very much and affect her ability to perform.

Manisha Singhai (2014) opined that Stress can be termed as any event or circumstance that strains or exceeds an individual's ability to cope. It is a non-specific, often global, response by an organism to real or imagined demands made on

it. Stress whether stimulated externally or internally can be a threat to the integrity of an individual leading to disorganization of his personality. An individual viewing an event as challenging is likely (within given individual differences) to cope through direct action or problem focused strategy to change the situation, similarly an individual viewing the situation as threatening is likely to cope through the use of intra psychic process such as avoidance, wishful thinking or minimization of threat. Present research paper attempts to identify the coping strategies of management teachers to find out which strategies are preferred by management teachers and which styles they often resort to while coping with organizational stress.

UC Small Farm Program Publication (2006) addressed stress and stress management on the farm or ranch, with a focus on how women may experience and manage these aspects of agricultural lifestyles. There are many ways that individuals deal with stress in their lives, ranging from individual self-care to peer-based support networks. Perhaps the most important parts of managing the many sources of stress inherent in agriculture today are to recognize them; to take active steps to control unnecessary stressors; and to maintain the balance between distress (negative stress), and eustress, (positive stress). Doing this will help cultivate balance both on the farm or ranch, and within one's self, and is therefore critical not only to individual well-being, but to the overall sustainability of the farm or ranch.

David A. Mack (2001) said that Occupational stress is commonly acknowledged to be a critical issue for small business owners. Surprisingly, little research has attempted to examine the causes of stress. This study attempts to fill part of this void in literature by examining the relationship between stress, task complexity, and the use of social support systems among 226 small business owners. The study's findings suggest that higher stress levels are related to greater task complexity. The findings also indicate that lower stress levels are associated with greater social support.

NEED FOR THE STUDY

Stress is inevitably involved to some extent in the execution of any job. It is defined as emotional strain resulting from adverse circumstances. Everyone experiences some degree of job related stress. However, too much job stress can lower productivity, create burnout, increase medical claims, and decrease employee satisfaction. Keeping this in view, the present study has been conducted in SVETA to find out the levels of the stress at work and the measures to be taken to reduce the stress.

OBJECTIVE

The main objectives of the paper are as follows:

- To identify the impact of stress in, TTD.
- To analyze the stress levels of employees due to over work load
- To analyze the impact of financial issues on work stress levels
- To give measures for employees to cope up with job stress.

METHODOLOGY:

Structured questionnaire was used to collect the information from respondents in TTD. Convenience sampling method is used to collect responses. Sample size = 300 respondents.

Data Analysis:

The research in this study is to explain the employee opinion on stress levels in TDD. The data is processed through an accepted statistical program SPSS 20.0. The data was analyzed using statistical techniques like chi-square test.

HYPOTHESES

H₁: There is no significant relationship between work stress and dissatisfaction with family members

H₂: There is no significant relationship between less time for relaxation creates stress.

H₃: There is no significant relationship between financial issues and stress levels

DATA ANALYSIS AND INTERPRETATION

Table No: 1.1
Work Stress and Family Members

Opinion	No of Respondents
Agree	144
Partially Agree	96
Disagree	51
Strongly Disagree	9
Total	300

- Calculated chi-square value - 59.02
- Tabulated value — 6.39, (3 d.f at 5 % level)

The calculated value of chi- square (59.02) is greater than the table value (8.39) at 5% level of significance. Hence, the formulated hypothesis rejected and alternative hypothesis is accepted. It can be concluded that the women employees are carrying their work stress to the family. It may be emphasized that work stress does not lead to dissatisfaction with family members.

Table No: 1.2
Stress and Time for Relaxation

Opinion	No of Respondents
Agree	165
Partially Agree	87
Disagree	42
Strongly Disagree	6
Total	300

- Calculated chi-square value —64.26
- Tabulated value — 8.75, (3 d.f at 5 % level)

The calculated value of chi- square (64.26) is greater than the table value (8.75) at 5% level of significance. Hence, the formulated hypothesis rejected and alternative hypothesis is accepted.

Table No: 1.3
Income and Financial Issues

Income	Agree	Partially Agree	Disagree	Strongly Disagree	Total
Up to 5000	54	21	9	2	86
5000-10000	57	18	9	1	85
10000-15000	48	12	6	2	58
Above 15000	45	9	6	1	61
Total	204	60	30	6	300

- Calculated chi-square value — 16.59
- Tabulated value —7.91, (9 d.f. at 5 % level)

The calculated value of chi- square (16.59) is less than the table value (7.91) at 5% level of significance. Hence, the formulated hypothesis accepted and alternative hypothesis is rejected.

Findings:

- It is identified dissatisfaction with family members creates more stress
- Less time for realization for employees has impact on work stress
- Employee identify that over work load creates more levels of stress.

SUGGESTIONS:

- Balance the workload to reduce the levels of stress
- Through family members counseling employees will reduce the stress.
- Help employees let of steam by playing (table) sports
- De-stress and get healthy with monthly walking challenges

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