



ORIGINAL RESEARCH PAPER

Management

STRESS MANAGEMENT AND EMPLOYEES OF MANUFACTURING UNITS - PRELIMINARY ANALYSIS

KEY WORDS: Efficiency, Psychosocial Prosperity, Stress, Stressors & Working environment.

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ABSTRACT

The efficiency of the work constrain is the most definitive factor the extent that the accomplishment of an association is concerned. The profitability is subject to the psychosocial prosperity of the representatives. Stress is unavoidable with respect to the workers as the frameworks, methods; strategies are getting muddled with the utilization of development innovation. Each employee can't adapt to such fast changes occurring in the employments. This will prompt emerging of worry among representatives. Stress can influence one's wellbeing, work execution, public activity and the association with relatives. The stressors and its results are to be comprehended at individual and authoritative dimension. An endeavor has been made through this examination paper to know the reasons of stress among the employees from manufacturing units and the manners in which utilized by workers to adapt to the pressure produced at working environment. The aim of this paper is to give understanding that will help them for further improvement in his/her administration capabilities in overseeing Stress in the working environment.

INTRODUCTION:-

Work or job stress is the harmful physical and emotional responses that occur when job requirements do not match the employee's capabilities, knowledge, skills, resources and needs and also the expectations of the employer. This has been recognized all over the world as a major challenge to individual mental and physical health and organizational health. Many publications have brought out the factors causing job or work stress under different conditions. There are many causes of work stress and this affects the employees in different ways. Various steps can be taken by organizations to reduce work stress and mitigate its effects on the employees including their mental and physical health.

Study of work stress, its causes and effects is important for understanding work performance and organizational climate in any business establishment. Not many small and medium business organizations in India study work stress amongst their employees. Even large establishments tend to neglect this aspect though it is an important component of Human Resource Management practices. However, in recent years, increasing importance is being to this aspects as it directly affects the performance of employees in an organization and also has an impact on productivity of the organization.¹

Pune city is a major industrial hub of Maharashtra, being close to the Economical Capital of India i.e. Mumbai, many small, medium and large enterprises have come up in Pune and setup their manufacturing unit. These manufacturing units are either singly owned or belong to a larger industrial group.

Objectives:-

- To study the reasons for stress among the manufacturing workers.
- To know the level of stress in manufacturing workers.
- To anticipate the impacts of stress on the health of workers.
- To break down the significance of interventional systems to oversee worry among bank
- To understand the effectiveness of stress management techniques adopted by the manufacturing units.

Research Methodology:-

Both primary and secondary data is used for the study. The sample size was 100 employees from different manufacturing units. Primary data was collected with the help of self-structured questionnaire. Books, internet web sites & journals were used as a source of secondary data. Percentage Analysis method was used to analyze and interpret results and achieves research objectives. Area considered for this research is pune city and the industrial area around the city.

Workplace Stress:-

"Having a vocation from numerous points of view improves a person's well being and by and large disposition toward life." However, numerous individuals face critical worry in the working environment that it exceeds any conceivable advantages and even represents a risk to their well being.

The United States' National Institute for Occupational Safety and Health characterizes work worry as the destructive physical and passionate reactions that happen when the necessities of the activity don't coordinate the abilities, assets, or requirements of the laborer. Employment stress can, thusly, lead to weakness and even damage.

Numerous laborers report encountering business related worry at their occupations and this tradeoffs their execution and well being. An ongoing overview by Northwestern National Life uncovered that about 40% of laborers revealed that their occupations were very distressing. In another overview by Yale University, 29% of specialists revealed feeling extraordinary pressure as a result of their occupations.

Feelings of anxiety change among callings and populace gatherings. A few specialists are at a higher danger of worry than others. Studies uncover that more youthful laborers, ladies, and those in lower-talented employments are at most danger of encountering business related pressure and its orderly entanglements. Easygoing all day laborers, who are probably going to have the least occupation control and high employment requests are most in danger of occupation strain.

Workplace Stressors:-

Work environment stressors are named physical and psychosocial. Physical stressors incorporate commotion, poor lighting, poor office or work design, and ergonomic variables, for example, terrible working stances.

Psychosocial stressors are, seemingly, the most dominating pressure factors. These incorporate high activity requests, unbendable working hours, poor occupation control, poor work plan and structure, tormenting, disturbances, and employment frailty.

Effect of Workplace Stress:-

Working environment stress not just influences the laborer, it additionally affects organizational execution. The impacts of employment related strain are obvious in specialists' physical well being, emotional well ness, and their conduct.

These impacts happen in a continuum, starting as pain in light

of stressors. Pain, thus, prompts raised pulse and nervousness, which increment the danger of coronary illness, substance misuse, and tension issue.

The effect of weight on cardiovascular illness has been entrenched: Studies have demonstrated that working environment stress is a solid hazard factor for precludes to cardiovascular infection (heftiness, high blood cholesterol, and hypertension) and of unfavorable cardiovascular occasions, for example, heart assault and stroke.

There is likewise a developing collection of proof that business related pressure expands one's danger of diabetes. Other physical medical issues connected to work environment stress incorporate invulnerable insufficiency issue, musculoskeletal clutters including perpetual back torment, and gastrointestinal issue, for example, bad tempered entrails disorder.

Working environment stress likewise effects affects specialists' psychological well-being, with an expanded danger of uneasiness, burnout, misery, and substance use issue. Laborers who are worried at work are bound to take part in unfortunate practices, for example, cigarette smoking, liquor and medication misuse, and poor dietary examples.

With these specialist wellbeing impacts, work environment stress lessens worker efficiency, builds non-appearance and presenteeism, expands the quantity of days taken off work for specialist visits, and builds medicinal services costs brought about by managers. Work environment stress is additionally connected to higher mishap and damage rates and higher turnover rates, the two of which increment authoritative expenses.²

Findings:-

The majority of the respondents fear with the fact that they lack the quality needed to perform the work. This increase stress on them. It is discovered that most extreme number of employees in manufacturing units are under pressure. 50% respondents responded that they are over-burden with work. 38% respondents feel tense due to their non-accomplishment of their objective of work. 29% respondents acknowledged that they will comply with the request of their manager by giving up their vital residential capacity. It demonstrates dread and worry among representatives. 46% workers feel worry because of their family related issues. It means such workers feel more prominent dimension of worry when contrasted with different representatives. Half of the workers acknowledged that there is strife among the employees. Only 37% representatives feel that techniques utilized by their organization to manage stress of workers are successful.

Suggestions:-

Need for Stress Management

The term stress means an imbalance between the mental and emotional levels of an individual. Stress reason out due to various external and internal factors, makes a periphery around a persona. In recent times it is observed that the stress levels are gaining the momentum in the organizational working frame.³ Stress management is the need of the hour. However hard we try to go beyond a stress situation, life seems to find new ways of stressing us. Stressors, if not escapable, are fairly manageable. Effective management of job stress can only be achieved under two conditions. First, the individual worker must be able to recognize stressors and understand their consequences and second, organizations must develop stress prevention, as well as stress reduction techniques.⁴

Individual Strategies for Managing Stress:-

Understand your stress

How do you stress? This can be different for everybody. By understanding what stress looks like for you, you can be

better prepared and reach for your stress management toolbox when needed.

Identify your stress sources

What causes you to be stressed? Be it work, family, change or any of the other potential thousand triggers.

Learn to recognize stress signals

We all process stress differently so it's important to be aware of your individual stress symptoms. What are your internal alarm bells? Low tolerance, headaches, stomach pains or a combination from the above 'Symptoms of stress.'

Recognize your stress strategies

What is your go-to tactic for calming down? These can be behaviors learned over years and sometimes aren't the healthy option. For example, self-medicating with alcohol or overeating.

Implement healthy stress management strategies It's good to be mindful of any current unhealthy coping behaviors so you can switch them out for a healthy option. For example, if overeating is your current go to, you could practice meditation instead, or make a decision to phone a friend to chat through your situation. The American Psychological Association suggest that switching out one behavior at a time is most effective in creating positive change.⁵

Make self-care a priority

When we make time for ourselves, we put our well-being before others. While this can feel selfish to start, like the old plane analogy we must put our own oxygen mask on before we can help others. This is also true for effective stress management. The simplest things that promote well-being, such as enough sleep, food, downtime, and exercise are often the ones overlooked. Make time for you.

Ask for support when needed

If you're feeling overwhelmed reach out to a friend or family member you are comfortable talking to. Speaking with a healthcare professional is also an effective way of reducing stress, learning new strategies and preventing burnout.

Be assertive

Clear and effective communication is the key to being assertive. When we're assertive we can ask for what we want or need and explain what is bothering us. The key is doing this in a fair and firm manner while still having empathy for others. Once you identify what you need to communicate you can stand up for yourself and be proactive in changing the stressful situation. You can read more about how to be assertive here.

Reduce the noise

switching off from technology and the constant stimuli thrown at us hourly is an important way to slow down. How often do you go offline?

Make time for some quietness each day and you'll notice how all those seemingly urgent things that we feel we need to do, become less important. Plus the to-do list will always be there. Remember – recharging is the most effective way of tackling stress.

Manage your time.

When we manage our time we prioritize and organize our tasks creating a less stressful and more enjoyable life. You can learn more with these tips about time management here.

Creating boundaries

Boundaries are the internal set of rules that we create for ourselves. They outline what behaviors we will and won't accept. Healthy boundaries are essential for a stress-free life. When we have healthy boundaries we respect ourselves and

take care of our well-being by clearly expressing our boundaries to others.

Organizational Strategies for Managing Stress:-

Create Supportive Organizational System There should be decentralized and participative decision-making structure where upward communication is more. Clarify organizational policies to everyone and provide more job control and proper job description. The organizational culture should be such that, innovative thinking is encouraged even if it leads to failed ideas, this also helps in bringing down the stress experienced by the employees.

Awareness About New Technology The use of the computer and other software technology has been inevitable and necessary. Therefore all the employees should be exposed to various computer tools, and the proper training should be held on continuous and regular bases. **Stress Counselling** The employees can be provided with a counsellor for helping them to deal with work related and personal problems in order to understand and solve stress related problems to control mostly behavioral and emotional outcomes of employees.

Educational and Training Programs Plan and develop career paths and provide educational programs especially tailored to suit employees' job profiles. The employees can be given weekly sessions of Yoga and other such relaxing exercises so that they are able to deal with stress in a more constructive manner. Life style modification programs at individual and organizational level are recommended.⁶

Make improved communication Correspondence channels inside the association should be analyzed to ensure they are working adequately so that those at different dimensions hear the right data. Pertinent data ought to be imparted to representatives to lessen vulnerability. Set up strategies for sheltered, secret correspondence with criticism circles. Representatives ought to have the capacity to make inquiries and get answers.

Give opportunities to work improvement and profession advancement.

Give preparing openings: Induction; Specific Training, Time Management; Self-assuredness and Stress Awareness.

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