

A STUDY ON EMPLOYEE STRESS MANAGEMENT WITH SPECIAL REFERENCE TO SRI BALAJI SPINNING MILL

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Abstract- Spinning is the twisting together of drawn out strands of fibers to form yarn, and is a major part of the textile industry. The yarn is then used to create textiles, which are then used to make clothing and many other products. There are several industrial processes available to spin yarn, as well as hand spinning techniques where the fiber is drawn out, twisted, and wound onto a bobbin. Employees stress is a growing concern for organizations today. Stress can be defined as a lively circumstance in which people face constraints, opportunities, or loss of something they desire and for which the consequence is both unpredictable as well as crucial. Stress is the response of people to the unreasonable/excessive pressure or demands placed on them. The various measures are taken to reduce the employee stress by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and thereby contributing to the higher productivity. The basic propose of employee stress is to enrich the life of employees and to keep them happy and conducted. The objective of the study was to find out the factors causing stress. The design used in the project is descriptive type. The analytical tool used in the survey is garret ranking. From the finding the researcher concludes that the stress reduction activities are provided taken by the company, in addition to that the research suggested some ideas to improve the existing facilities for the employees. Some of the employee's suggestions are to improve the medical facilities and promotion and hygienic rest room. Thus, Researcher conclude that Sri balaji spinning mills is one of the best organizations in providing facilities to employees and have taken up a study on Employee stress in SRI BALAJI SPINNING MILLS.

1. INTRODUCTION

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. Stress Management is important for both individual and from the point of view of the organization. It is generally assumed that there are two basic approaches to cope with stress i.e. individual oriented approach and organizational oriented approach.

2. OBJECTIVES

- To identify the factors causing stress among the employees.
- To give valuable suggestions to the company to reduce the employee stress in the organization.

SCOPE OF STUDY:

The research was carried out to define how the manufacturing industry should work in terms of managing stress and where the company is lacking for doing the same. in addition what all techniques should be used so that they manage the stress effectively. For conducting the study help of certain tools were taken such as journals, net search, tilling up of questionnaires and one-on-one interactions with the senior managers of the organization.

LIMITATIONS OF THE STUDY

- The area of study is limited towards Erode District; hence the results may not be true comparison from other geographical area.
- Structured questionnaire are based on the data collection, it may have disadvantages of not being to probe deep into the respondents thoughts.
- The constraints of the sample respondents their convenient level of the timed may be cause and effort to deliver the opinion of the respondents.

3. REVIEW OF LITERATURE

- Weiss M. (1983). -The Author investigated the sources of Job stress that is linked to Job dissatisfaction, Job related tension and anxiety and reduced productivity and effectiveness. He tried to reduce sources of stress so that he can prevent the deleterious health consequences. Through his study he determined the potential of social support that alleviate the deleterious consequences of stress.
- Singh A. P. & Singh S.(2009) -His study emphasizes on the phenomenon of Job Satisfaction in the organizations. According to him, Job Satisfaction is directly related to Stress and Work culture that an Organization provides. He identified three sectors in which stress originate and classified stress into two main types i.e. eustress and Distress. Further, he pointed the importance of positive stress and positive events for better performance and satisfaction of employees.

4. RESEARCH METHODOLOGY

RESEARCH DESIGN

To study and find out factors causing stress among the employees is descriptive Research. Descriptive research includes surveys and fact finding enquires of different kinds. The major purpose of descriptive research is descriptive of the state affairs as it exists at present.

DATA COLLECTION METHOD

The data was collected from the both primary and secondary sources.

Primary data collection

The primary data has been collected directly from the employees through interview method.

SAMPLING SIZE AND TECHNIQUE

Size of the sample

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of SRI BALAJI SPINNING MILLS was selected as size of sample.

Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

QUESTIONNAIRE

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

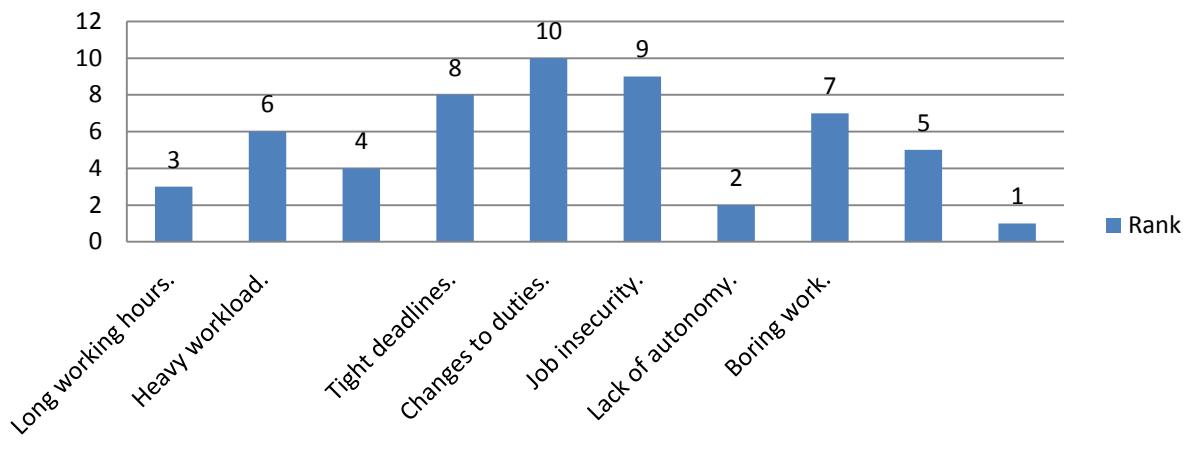
$$\text{Percent position} = 100 \left(\frac{R_{ij}}{N_j} - 0.5 \right) N_j$$

Where R_{ij} = Rank given for the i^{th} variable by j^{th} respondents

N_j = Number of variable ranked by j^{th} respondents.

S.No	Factors	Mean score	Total score	Rank
1	Long working hours.	225	1800	3
2	Heavy workload.	236	1416	6
3	Changes within the organisation.	226	1582	4
4	Tight deadlines.	317	951	8
5	Changes to duties.	458	458	10
6	Job insecurity.	318	636	9
7	Lack of autonomy.	213	1917	2
8	Boring work.	318	1272	7
9	Diminished creativity and initiative	302	1510	5
10	Poor physical working environment	192	1920	1

Henry garrett ranking for Employee stress management



FINDINGS:-

From the above table it is evident that "Poor physical working environment" ranked as no.1 with a total score of 1920,"Lack of autonomy" is ranked as no.2 with a total score of 1917, "Long working hours" is ranked as no.3 with a total score of 1800, "Changes within the organization" is ranked as no.4 with a total score of 1582, "Diminished creativity and initiative" is ranked as no.5 with a total score of 1510, "Heavy workload" is ranked as no.6 with a total score of 1416, "Boring work" is ranked as no.7 with a total score of 1272, "Tight deadlines" is ranked as no.8 with a total score of 951, "Job insecurity" is ranked as no.9 with a total score of 636, "Changes to duties" is ranked as no.10 with a total score of 458.

SUGGESTIONS:-

- ❖ The health, exercise and nutrition are properly given to the employees to improve the immune power of the workers.
- ❖ The respondents bad habits are need to break bad habits that contribute to workplace stress.
- ❖ The daily to do list are needed to be prepared effectively and efficiently in their work.
- ❖ The employees disconnect over the weekend are need to be improved.
- ❖ From the garrett ranking it is seen that the tight deadlines are reduced for the employees to get rid of working stress.
- ❖ The job security is given to the employees to sustain the efficient workers in the organization.
- ❖ The employee's duties are not changed frequently until they are familiar in that work.

CONCLUSION:-

Stress is a fact of life, particularly for work-at-home entrepreneurs who, because we're sometimes blazing new and unfamiliar territory, tend to shoulder more burden than Atlas. We like to be in control, we like to be productive, and we like to do things on our own. While these are all admirable qualities, when taken to the extreme, they can end up costing us in terms of sleepless nights, stress-ridden days, and lost efficiency.

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