

**A STUDY ON EMPLOYEE STRESS MANAGEMENT HERO MOTOR'S PRIVATE
LIMITED AT VRIDDHACHALAM**

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ABSTRACT

Stress Management defines stress precisely as a person's physiological response to an internal or external stimulus that triggers the "fight-or-flight" reaction. All workers in the business world no matter what their position, experience stress. Stress is the body's reaction to any demand placed on it. When this reaction is positive, the stress helps individual perform their jobs better. Positive stress, called stress, can lead individuals to a new awareness of their abilities and a completely new perspective on their jobs. Negative stress, called distress, upsets individuals and can make them physically sick. This study is compressive of all research tool done in the vriddhachalam made with the help of secondary data the analysis of the work with the respective statistical tool.

INTRODUCTION

Stress is an independent variable influencing employee satisfaction and performance It is an incumbent on management to improve quality of life of organizational members . A stress is linked to coronary heart disease, a reduction in stress is expected to improve longevity of work force . Yet despite all of this information and wealth of knowledge, the subject of stress still remains value and not very well remains value and not very well understood.

There also many myths about stress that are no accurate and this further confuses the subject. We were never designed to live in this complex modern world with it's many demands on us. We live in a crowded, noisy society that we often refer to as the rat race. Our life are run by deadlines, the clock , modern technology, mobile phones, pagers, faxes, computers,

satellites and hundred any one other demand and pressures. Many of us have too many tasks and too little time, we drive our children through traffic and clogged roads to maybe two or more different schools.

We then try to get to work on time through more congested roads with millions more cars. There used to be , or we deal with delayed trains as some of us may have to commute hundreds of miles to work. While we are at work we work. To operate computers learn newer version of software deal with faxes, phones, and manages many tasks and people, often without adequate training or support. There are no longer job for life and many people are working under temporary or short-term contracts.

REVIEW OF LITERATURE

Kavitha In her research titled “Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatore” (2012), she has focuses on the organizational role stress for the employees in the IT sector. She found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women.

Satija S.& Khan W. In their research work titled “ Emotional Intelligence as predictor of occupational stress among working professionals” (2013). According to them occupational stress is an job stress that needs to be controlled at the workplace otherwise it will negatively affect on employee’s work attitudes & behavior. This study investigates that, the relationship between emotional Intelligence and occupational stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of occupational stress characteristics.

Li-fang Zhang Have conducted a study on titled “Occupational stress and teaching approaches among chinese academics” (2009). Researcher suggested that, controlling the self- rating abilities if the participants, the favorable conceptual changes in teaching approach and their role insufficiency predicated that the conceptual change in teaching strategy is negative.

SCOPE OF THE STUDY

- To study the effectiveness stress

- To study for the participant gain advantages from programme
- To study whether real change improvement and development have been brought about among. Participants in their role and function.
- To find out the method of assessing the stress need adopted by the company.
- To study the stress model for the stress programme.

LIMITATION OF THE STUDY

- The data collection employees may not be accurate because they have no much time answer the question properly .
- The time duration which was allocated to the collection of the data is very short this was considered to be insufficient to get reliable information.
- The respondents have not awareness about the study . so the information is not accurate.
- Sample size is considerable less because of the and time.

OBJECTIVES

- To identify situations that causes stress.
- To identify the stress level of workers.
- To suggest measure to improve the effectiveness of stress programme.
- To identify the types of stress.
- To identify the effects on stress.
- To study the effect of stress on the health of employees.

RESEARCH METHODOLOGY

RESEARCH DESIGN

The research design used for the study was descriptive research. Descriptive research was used to examine certain aspect, which was associated with the fact finding.

Descriptive Study:

Descriptive study describes the agreement level of engagement of the respondents. It includes survey and fact-finding enquires of different kinds. The main characteristics of this method are that the researcher has no control over the variables; he can only report what has happened or what is happening.

Primary data was collected through personal interview using questionnaire. Personal interview and discussions were conducted with the manager and other personnel in the organization.

DATA COLLECTION METHOD

While dealing with any real life problem, It is obvious that data at hand are inadequate and hence it becomes necessary to collect that are appropriate.

TABLE NO 6
CLASSIFICATION OF SERVICE IN THE COMPANY

SL.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE %
1	1 – 10 years	18	36%
2	11 – 20 years	17	34%
3	21 – 30 years	7	14%
4	Above 31	8	16%
	TOTAL	50	100%

SOURCE: Primary data

INFERENCE:

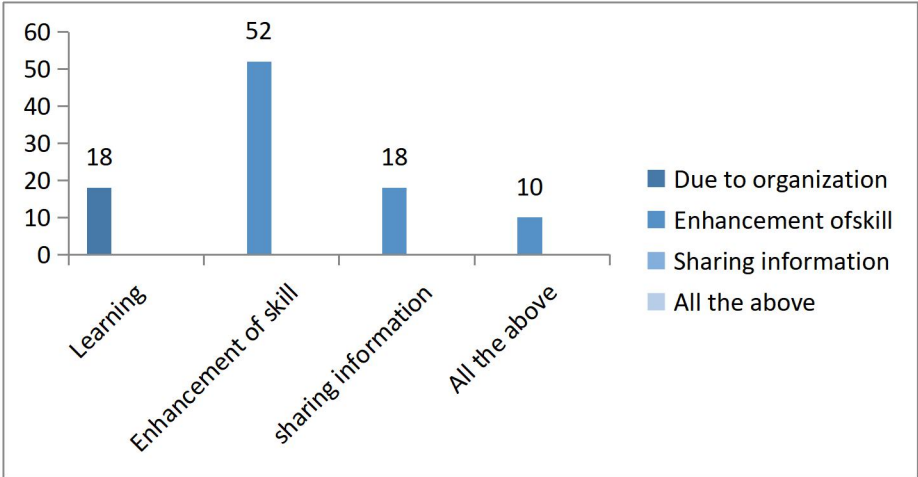
The table infers that, 36% of respondents have 1 – 10 years of experience, 34 % of respondents have 11 – 20 years of experience, 14% of respondents have 21 – 30 years of experience, and the remaining 16 % of respondents have above 31 years of experience.

CLASSIFICATION OF STRESS

SL.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE %
1	Due to organization	9	18%
2	Enhancement of skill	27	54%
3	Sharing information	9	18%
4	All the above	5	10%
	TOTAL	50	100%

SOURCE : Primary data

CHART NO 1
CLASSIFICATION OF STRESS



INFERENCE:

From the predicts table it is observed that, 18% of respondents are Due to organization 54% of respondents are enhancement of skill, 18% of respondents are sharing information, and 10 % are All the above.

Research Tool

Chi –Square Test

Do You Agree that Behavioural Changes have impact on Stress?

Opinion	Observed Frequency	Expected Frequency	O_i-E_i	(O_i-E_i)²	(O_i-E_i)²/E_i
Strongly Agree	7	17.5	-10.5	110.25	6.3
Agree	45	17.5	27.5	756.25	43.2
Neutral	18	17.5	0.5	0.25	0.01
Disagree	0	17.5	-17.5	306.25	17.5
Strongly Disagree	0	17.5	-17.5	306.25	17.5
Total	70	70	Calculated Value		84.51

Ho: There is nobehavioural changes have impact on stress

H1: There is abehavioural changes have impact on stress

R.T = Row Total

C.T = Column Total

Degrees of freedom

$$= (r-1)(c-1)$$

$$= (5-1)(2-1)$$

$$= 4$$

Table Value

Degrees of freedom at 5%

Level of Significance $t_{4} = 9.145$

Conclusion:

Calculated value > Table value

$84.51 > 9.145$

Since the calculated value is greater than the table value, the null hypothesis is rejected. So it is proved that there is a significant relationship between the behavioural changes that impact on stress.

SUGGESTIONS AND RECOMMENDATIONS

- Effective steps should be taken the stress level of the employee.
- Employees should be given freedom and authority in decision making process.
- Organization should conduct training program periodically based on the lacking areas of an employee which helps to reduce the work stress.
- Occupational health service should take steps to reduce the stress level of all the employees.
- Arranging some useful events in organization.

CONCLUSION

The large number of different stress-management techniques coupled with the wide range of health outcome measures used in stress intervention studies makes it difficult to draw firm conclusions about the efficacy of each technique and each outcome. Also, the quality of the methodology varied substantially among studies. Nevertheless, the most positive results across the various health outcomes were obtained with a combination of two or more techniques. None of the stress interventions was consistently effective in producing effects on job/organization-relevant outcomes, such as absenteeism or job satisfaction. To produce changes on these types of measures, stress interventions will need to alter or modify the sources of stress in the work environment. It can be said that stress management in work settings can be effective in enhancing worker physical and psychologic health, but the choice of which stress-management technique to use should be based on the specific health outcomes that are targeted for change.

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