

A STUDY ON STRESS MANAGEMENT IN BHARAT PLASTIC INDUSTRIES, CHENNAI

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ABSTRACT

Stress is a fact of everyday life, we've all felt it. Sometimes it acts as a negative force. If you experience stress over a prolonged period of time, it could become chronic, till you take some action. About 500 million people worldwide are believed to be suffering from neurotic, stress related and psychological problems. The challenge can, however, be tackled by joint action between life sciences, social sciences, urban planning, Stress is a fact of everyday life, we've all felt it. Sometimes it acts as a positive force and architecture and politics. This research highlights the causes, effects and management of stress and therefore could be helpful for people who want to learn how to react to stress in a more constructive, proactive way.

Keywords:Employee performance, Stress management

INTRODUCTION

Stress has become a pervading issue of everyone's life in this modern world. The modern world which is often regarded as a world of achievement has become a world of stress. Be it family any social activity or any business organization, stress is everywhere. Right from birth till death, an individual is invariable exposed to various stressful situations. It has been a busy and the manager, financiers, government officials, administration, politicians, students and also house wives experience stress. Stress can be explains pressure basically upon a person psychological system. Which arises out of complexity of intensity of one's work life is basically upon person's psychological setup. It also in tern affects his or her physical and behavioral system. The source of stress can be individual organization and social.

OBJECTIVES OF THE STUDY

- To study the factors causing stress among the employees
- To understand the impact of stress on employee performance

LITERATURE REVIEW

Bhargava&Trivedi (2018)

Stress is a condition of mental pressure for particular individual facing problems from environmental and social well-being which leads to so many diseases. Young age is the critical period because at this time youth faces lots of changes in his/her life. They are expected to be the elites in the society.

Jian Li, Natalie Riedel (2017)

Short- and medium-term effectiveness (up to 3 years) of individual level stress management interventions (SMI) at work were demonstrated, yet long-term effectiveness remains unexplored. We therefore aimed to address this research gap. 94 male middle managers participated in a randomized wait-list controlled trial between 2006 and 2008 and in a post-trial-follow-up survey in 2015.

Bamba (2016)

Work has several definitions. However it is defined as an activity that is to perform a specific task in a given environment social, organizational and production in a given time and for compensation. The first component of work is the physical environment in which it takes place. In this set are distinguished on one hand the atmosphere and the other hand factors of production.

Satpathy and Mitra (2015)

The growing trend of work pressure and cut throat competition for success the IT industry becomes the new segment where employee stress becomes an important issue. The pressure to perform at any cost often forces the employees to leave the organization in the middle which added as the cost to the company.

Oladinrin, Adeniyi, &Udi (2014)

Stress is a universal phenomenon that essentially manifests itself in human as a result of pressure emanating from several experiences or challenging situation. Due to the nature of the construction industry which embraces a wide range of loosely integrated activities, stress becomes an issue of concern.

METHODOLOGY

The present study intent ended to use probability sample design. Sampling is the process of selecting a group of people, events, behaviour, or other elements with which to conduct a study. Sampling is concerned with the selection of a subset of individual from within a statistical population to estimate characteristics of the whole population. The three main advantages of sampling are that the cost is lower, data collection is faster, and the accuracy and quality of the data can be easily improved.

RESULTS AND DISCUSSION

CORRELATION

		The impact of stress on	Employees performance
The impact of stress	Pearson Correlation	1	.944**
	Sig. (2-tailed)		.000
	N	100	100
employees performance	Pearson Correlation	.944**	1
	Sig. (2-tailed)	.000	
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** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The coefficient of correlation between impact of stress and employees performance is identified to be 0.944 this shows high positive relationship among two variables. Therefore it's clear that there is positive relationship between impact of stress and employees performance.

SUGGESTIONS

Employees are satisfied with the ventilation facility in the organization and that can be improved by providing a air conditioned room. The factors causing stress among the employees in the organization can be reduced by giving proper leisure time and taking them to a vacation. The impact of stress on employee performance can be understood by giving them a task and by observing the relationship between manager and employee. The company have to concentrate to increase the methods of appreciation to Motivate extra talent. The company should give salary on time because most of them were not satisfaction with the salary and most of them worried about money.

CONCLUSION

This project a study on stress management at “**BHARAT PLASTIC INDUSTRIES**” was helpful to the organization. It most of the employees are satisfied with existing facilities. The management has to necessary steps to improve methods of appreciation in order to reduce the work load for development of employees. The goal of employee development programmes must be reduce organizational stress as well as to develop a progressive organizational culture based in India value.

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