

A STUDY ON STRESS MANAGEMENT OF EMPLOYEES IN TVS PRIVATE LTD., MADURAI.

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Abstract: Stress is an inevitable factor in everyone's life. Many individuals spend half of their lives in business related exercises. Working in association gives people life counting pay yet in addition applies pressure on them. This can have pessimistic ramifications for accomplishing the objectives of the association and addressing the necessities of the people. Right now the board of workers in TVS Private limited is studied. Well organised questionnaire is appropriated among the employees to gather essential information. Segment profiles and stress factors are broke down utilizing chi-square test. The study gives that there is a critical contrast among gender and stress factors and there is no huge difference between age, job experience, marital status, income and stress factors.

Keywords: stress management, factors, coping strategies, analysis.

INTRODUCTION

Work is a prevailing component with centre significance for status and advancement of the economy and the individual worker. Many individuals spend half of their lives in business related exercises. No other action requests predictable physical, enthusiastic and subjective worry as work pressure. Working in associations gives people life-continuing pay yet additionally applies pressure on them. This can have pessimistic ramifications for accomplishing the objectives of the association and addressing the necessities of the people. On the off chance that the workplace is a well spring of social and mental pressure, it can effectively affect the prosperity of the representatives.

Stress is much of the time an impairing human phenomenon. Stress at work has adverse impact on the conduct of the individuals, which bring about close to home and hierarchical wastefulness. Employment stress is where variables identified with work connect with the labourer to change the mental and physiological conditions, so the individual's psyche and/or body is compelled to go amiss daily schedule. The wonder of pressure is profoundly unconstrained in nature. Every person under her ideal degree of stress will perform to full limit. In the event that the individuals encounters the worry underneath the ideal level, at that point she gets exhausted. Representatives presently need to face and adapt to poor working conditions expanded time pressure and long working hours because of narrowing cut off times and expanded remaining burden, at same time staying alert that occupation are never again steady and the work is getting unsafe.

STATEMENT OF THE PROBLEM

Stress is any circumstance that evokes adverse issues and emotions in a very person. Stress management are procedures and techniques that allows us to assume responsibility for problems and ensure that don't influence the everyday schedule. Problems that prompts pressure that are specific in nature. Past a selected purpose, stress quits being useful and begins hurt wellbeing, mood, gain, connections and private satisfaction. Here, the stress management among the employees in TVS Private Ltd., are considered.

LITERATURE REVIEW

[Dr. C. Vijaya Banu, Mr.N.Santhosh, Mr. Y. B. Venkatakrishnan(2010)]: Concentrated on the pressure factors for the representatives (lower level) and the answer for limiting the pressure impacts. They found in their examination that they can watch out of their presentation and profitability. Representatives themselves are turning out to be mentors of overseeing pressure now-a-days.

[Ramezan Jahanian Seyyed Mohammad Tabatabaei and Behdad(2012)]: Concentrated on the effects of contrasts on pressure, the inception of stress, outcomes of stress and stress the board at working environment. They found that the association can forestall negative pressure and its results via preparing directors.

[Naimoddin Nekzada and Selamawit Fisseha Tekeste (2013)]: Spotlights on the reasons for pressure at worldwide organizations and how pressure by the workers are overseen or taken care of. They found in their examination that the workers feel pressure in light of the different reasons dependent on the on-job and off-job.

[M.Kotteeswari and Dr.S. Tameem Sharief (2014)]: Job pressure is adversely identified with work execution stress have contacted practically all calling, right now working in BPOs are considered to think about the connection between work pressure and worker's presentation. The investigation results that activity stress is influencing work execution.

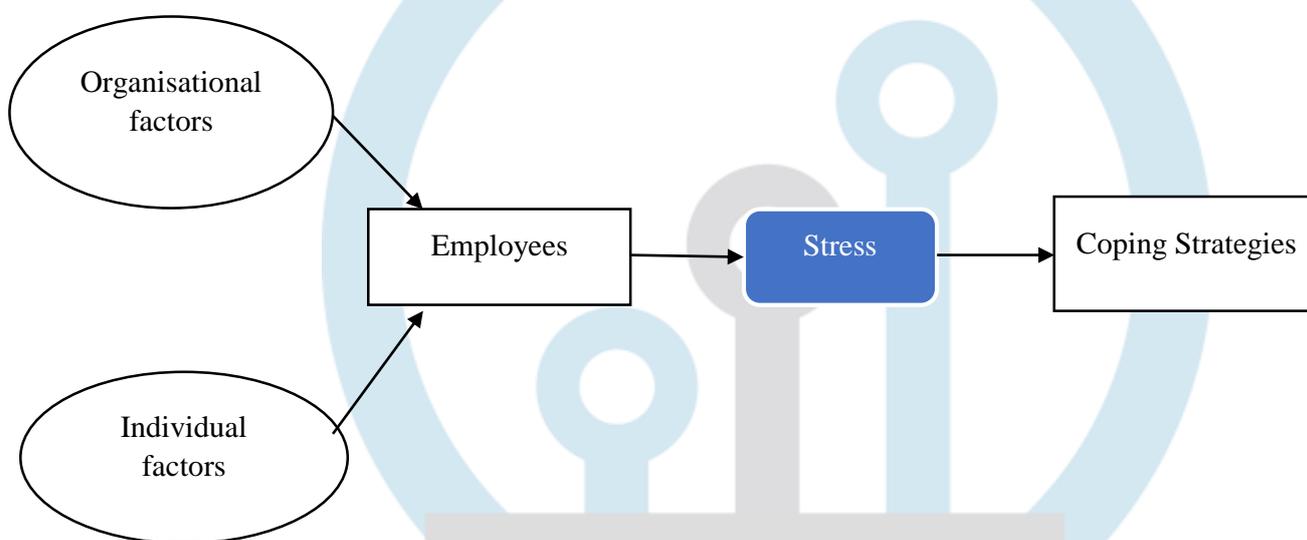
[Ashok Panigrahi(2017)]: Concentrated on the reasons for pressure, estimation of stress, impacts of pressure and the hierarchical measures and individual measures to battle stress. He found that pressure expands then it will be destructive to body, mind and the conduct.

[Dianna Theadora Kenny(2017)]: Concentrated on the three principle zones in which the board approaches are applied and the new ways to deal with pressure the board. He found in his exploration that care based decrease is generally valuable to deal with the pressure.

OBJECTIVE OF THE STUDY

1. To study about the stress level of employees in TVS pvt Limited.
2. To identify the factors that cause the stress to the employees.
3. To identify the individual and organizational factors that causes stress.
4. To study the coping strategies of stress.

FRAMEWORK OF THE STUDY



STRESS MANAGEMENT

On the positive side of pressure is depicted as productive pressure and the spice of life, its nonattendance makes life repetitive and uninteresting. The very simple understanding in overseeing pressure is the idea that each individual is in charge of his/her own life. A wide range of review on pressure the executives incorporates three significant advances, chief it begins with distinguishing the wellsprings of stress, their belongings, followed with creating systems to manage them.

FACTORS CAUSING STRESS

Organizational Factors

Organizational factors are elements that are identified with an individual's job grinding away, including the structure of the individual's activity or work conditions. Examples of organizational factors includes high technology, workplace bullying, aggressive management style, organizational culture, time pressure, unrealistic deadlines, job security, work hours and control at work.

Individual Factors

Individual factors are factors that are related to an unevenness between requests on an individual and his/her adapting capacities. These requests may originate from outside condition or from individual themselves. Examples of individual factors including work overload, work underload, fear, workaholic, psychological problems and character issues.

COPING STRATEGIES

Coping strategies refers to the particular endeavours, both social and mental that individuals employ to ace, endure, lessen and limit the pressure full occasions. There are various convincing ways which help an individual to fight weight and continue with a chipper and strong life. Examples of coping strategies including get more sleep, enter in physical activities, conversing with a close one, time management, confronting the reason, take satisfactory rest, keep away from propensities, reducing long working hours,

communication, use of technology, security fears, teaching employees to do work- life balance, introduction to retirement plans, and workplace diversity.

RESEARCH METHODOLOGY

The data collection has been finished by the probability sampling and simple random sampling techniques were used. The population of the study is selected randomly from the employees. This research adopted the descriptive research design. The information were gathered through well organised questionnaire. The poll was comprised of 30 items, excluding demographics. The variables used in this study are workload, family, health, behavioural changes, work timings, meeting deadlines, leadership style, lack of job security and coping strategies. This questionnaire was created based on the factors that causes pressure for the representatives and the manners in which they use to defeat that pressure. All the things in the poll were evaluated on a Five point Likert, where SA stands for strongly agree, A stands for agree, N stands for neutral, D stands for disagree and SD stands for strongly disagree. The total population of the company were 263. In that, the questionnaire random gathered were 131. The internal items consistency of the poll was tried through "Cronbach alpha" to affirm the reliability measurements of the survey. The consequences of reliability analysis were .767. Chi-square and percentage analysis was gotten with the assistance of SPSS programming instrument.

DATA ANALYSIS

The poll fundamentally comprised of close ended inquiries and likert scale techniques has been utilized. The reaction from each respondent for every determinant are scored on a five point scale i.e., strongly agree, agree, neutral, disagree and strongly disagree. The questionnaire were comprised of 30 things, excluding demographics were asked from the respondents, which were identified with the determinants taken in the investigation.

CHI – SQUARE

1. RELATIONSHIP BETWEEN THE GENDER AND STRESS FACTOR (WORKLOAD)

Hypothesis – 1

H₀ : There is no significant difference between the gender and workload (stress factor).

H₁ : There is significant difference between the gender and workload(stress factor).

TABLE 1.1 : Gender and work load (stress factor) cross tabulation.

Gender * Workload

Cross tabulation

Count		strongly agree	Agree	neutral	Disagree	strongly disagree	Total
Gender	Male	40	42	17	4	11	114
	Female	6	4	3	3	1	17
Total		46	46	20	7	12	131

TABLE 1.2 : Chi – Square for gender and work load (stress factor).

Chi-square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.583 ^a	4	.160
Likelihood Ratio	4.962	4	.291
Linear-by-Linear Association	.370	1	.543
N of Valid Cases	131		

a. 3 cells (30.0%) have expected count under 5. The minimum expected count is .91

INTERPRETATION

Tabulated Value (T.V) = 9.488.

Calculated Value (C.V) = 9.583.

T.V < C.V

Hence, H_0 is accepted. So, there is no significant difference between gender and stress factors (work load).**2. RELATIONSHIP BETWEEN THE AGE AND STRESS FACTOR(WORK TIMING)****Hypothesis – 2** H_0 : There is no significant difference between the age and work timing. H_1 : There is significant difference between the age and work timing.**TABLE 2.1** : Age and work timing (stress factor) cross tabulation.

		Age * Working Hours					
		Cross Tabulation					
Count		strongly agree	Agree	neutral	Disagree	strongly disagree	Total
Age	20 to 30	9	10	9	9	4	41
	31 to 40	18	5	8	7	3	41
	41 to 50	10	4	10	2	7	33
	above 50	6	3	3	0	4	16
Total	43	22	30	18	18	131	

TABLE 2.2 : Chi – Square for age and work timing (stress factor).

	Chi-Square Tests		Asymptotic Significance (2-sided)
	Value	df	
Pearson Chi-Square	17.182 ^a	12	.143
Likelihood Ratio	19.165	12	.085
Linear-by-Linear Association	.005	1	.946
N of Valid Cases	131		

a. 6 cells (30.0%) have expected under 5. The minimum expected count is 2.20.

INTERPRETATION

Tabulated Value (T.V) = 21.026.

Calculated Value (C.V) = 17.182.

T.V > C.V

Hence, H_0 is rejected. So, there is significant difference between age and stress factors (work timing).**3. RELATIONSHIP BETWEEN MARITAL STATUS AND STRESS FACTOR (FAMILY)****Hypothesis – 3** H_0 : There is no significant difference between the marital status and family. H_1 : There is significant difference between the marital status and family.

TABLE 3.1 : Marital status and family (stress factor) cross tabulation.

		Marital Status * Family Cross Tabulation					
Count		strongly agree	Agree	neutral	disagree	strongly disagree	Total
Marital	Married	17	28	19	13	5	82
	Unmarried	7	17	15	5	5	49
Total		24	45	34	18	10	131

TABLE 3.2 : Chi – Square for marital status and family (stress factor).

	Chi-Square Tests		
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.743 ^a	4	.602
Likelihood Ratio	2.764	4	.598
Linear-by-Linear Association	.504	1	.478
N of Valid Cases	131		

a. 1 cells (10.0%) have expected count under 5. The minimum expected count is 3.74.

INTERPRETATION

Tabulated Value (T.V) = 9.488.

Calculated Value (C.V) = 2.743.

T.V > C.V

Hence, H_0 is rejected. So, there is significant difference between Marital status and stress factors (family).

4. RELATIONSHIP BETWEEN EXPERIENCE AND STRESS FACTOR (BEHAVIOURAL CHANGES)**Hypothesis – 4**

H_0 : There is no significant difference between the experience and behavioural changes.

H_1 : There is significant difference between the experience and behavioural changes.

TABLE 4.1 Experience and behavioural changes (stress factor) cross tabulation.

		Experience * Behavioural Changes Cross Tabulation					
Count		strongly agree	agree	neutral	disagree	strongly disagree	Total
Experience	less than 5 yrs	12	7	13	6	3	41
	5 to 10 yrs	14	4	11	5	4	38
	11 to 15 yrs	7	10	6	5	7	35
	above 15 yrs	5	5	2	1	4	17
Total		38	26	32	17	18	131

TABLE 4.2 : Chi – Square for experience and behavioural changes (stress factor).

	Chi-square		
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.310 ^a	12	.347
Likelihood Ratio	13.830	12	.312
Linear-by-Linear Association	.589	1	.443
N of Valid Cases	131		

a. 8 cells (40.0%) have expected count under 5. The minimum expected count is 2.21.

INTERPRETATION

Tabulated Value (T.V) = 21.026.

Calculated Value (C.V) = 13.310.

T.V > C.V

Hence, H_0 is rejected. So, there is significant difference between Experience and stress factors (behavioural changes).

5. RELATIONSHIP BETWEEN INCOME AND STRESS FACTOR (LACK OF SECURITY)**Hypothesis – 5**

H_0 : There is no significant difference between the income and lack of job security.

H_1 : There is significant difference between the income and lack of job security.

TABLE 5.1 Income and lack of job security (stress factor) cross tabulation.**Income * Lack of job security****Cross Tabulation**

Count		strongly agree	agree	Neutral	disagree	strongly disagree	Total
Income	10000 to 20000	11	10	3	0	3	27
	20001 to 30000	12	9	10	3	6	40
	30001 to 40000	12	9	7	5	4	37
	above 40000	7	7	4	5	4	27
Total	42	35	24	13	17	131	

TABLE 5.2. Chi – Square for income and lack of security (stress factor).

	Chi-Square Tests		
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.172 ^a	12	.601
Likelihood Ratio	12.327	12	.420
Linear-by-Linear Association	2.395	1	.122
N of Valid Cases	131		

a. 9 cells (45.0%) have expected count under 5. The minimum expected count is 2.68.

INTERPRETATION

Tabulated Value (T.V) = 21.026.

Calculated Value (C.V) = 10.172.

T.V > C.V

Hence, H_0 is rejected. So, there is significant difference between Income and stress factors (lack of security).

HYPOTHESIS STATEMENT FOR CHI – SQUARE:

H1	There is no significant difference between gender and stress factor (work load).
H2	There is significant difference between age and stress factor (work timing).
H3	There is significant difference between marital status and stress factor (family).
H4	There is significant difference between experience and stress factor (behavioural changes).
H5	There is significant difference between income and stress factor (lack of security).

PERCENTAGE ANALYSIS

Percentage analysis for demographics.

TABLE 1: Percentage analysis for gender.

		Gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	114	87.0	87.0	87.0
	Female	17	13.0	13.0	100.0
	Total	131	100.0	100.0	

Table 1 represents gender of the respondents, 87% of them are male and 13% are female.

TABLE 2 : Percentage analysis for age.

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 to 30	41	31.0	31.0	31.0
	31 to 40	41	31.0	31.0	63.0
	41 to 50	33	25.0	25.0	88.0
	above 50	16	13.0	13.0	100.0
	Total	131	100.0	100.0	

Table 2 represents age of the respondents, 31% of them belongs to the age of 20 to 30, 31% of them belongs to the age of 31 to 40, 25% of them belongs to the age of 41 to 50, and 13% of them belongs to the age of above 50.

TABLE 3: Percentage analysis for Education Qualification.

		Education Qualification			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	post graduate	43	33.0	33.0	33.0
	Graduate	46	35.0	35.0	68.0
	higher secondary	25	19.0	19.0	87.0
	technician / certificate course	17	13.0	13.0	100.0
	Total	131	100.0	100.0	

Table 3 represents Education Qualification of the respondents, 33% of them are post graduate, 35% of them are graduate, 19% of them are higher secondary and 13% of them are certified with technician course.

TABLE 4 : Percentage analysis for Marital Status.

		Marital			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	82	63.0	63.0	63.0
	unmarried	49	37.0	37.0	100.0
	Total	131	100.0	100.0	

Table 4 represents marital status of the respondents, 63% of them are married and 37% of them are unmarried.

TABLE 5 : Percentage analysis for Experience.

		Experience			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than 5 yrs	41	31.0	31.0	31.0
	5 to 10 yrs	38	29.0	29.0	60.0
	11 to 15 yrs	35	27.0	27.0	87.0
	above 15 yrs	17	13.0	13.0	100.0
	Total	131	100.0	100.0	

Table 5 represents job experience of the respondents, 31% of them has less than 5 years, 29% of them has 5 to 10 years, 27% of them has 11 to 15 years, 13 % of them has above 15 years.

TABLE 6 : Percentage analysis for Monthly income.

		Income			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10000 to 20000	27	21.0	21.0	21.0
	20001 to 30000	40	31.0	31.0	51.0
	30001 to 40000	37	28.0	28.0	79.0
	above 40000	27	20.0	20.0	100.0
	Total	131	100.0	100.0	

Table 6 represents monthly income of the respondents, 21% of them earning 10000 to 20000, 31% of them earning 20001 to 30000, 28% of them earning 30001 to 40000, 20% of them are earning above 40001.

FINDINGS

1. Among the respondents majority 87% of them are male employees.
2. Majority 31% of the respondents are belonging to the age group 31 to 40 years.
3. Majority 63% of the respondents are married.
4. Among the respondents majority 35% of them are graduate.
5. Majority 31% of the respondents have experience less than 5 years.
6. Majority 31 of the respondents are earning 20001 to 30000.

SUGGESTION

1. A pressure is an unavoidable issue looked by the workers the association needs to embrace new adapting methodologies.
2. Workers can practice consistently to keep themselves fit and fine and stay away from medical problems.
3. Maintain uplifting demeanour and spread positive vibe to make the environment and ourselves calm.
4. Avoid stirring up of individuals and expert life to decrease undesirable pressure. There must be unstrained connection among bosses and subordinates.
5. Counselling cell must be built up in the work spot for maintaining the strategic distance from delicate issues and handle the issues easily without any contention.
6. To maintain a strategic distance from the worry because of inventive and evolving advancement, the worker must be prepared appropriately and refreshed with evolving condition. The progressions must be executed simply after the information increased about the creative turn of events.

CONCLUSION

Stress has become an unyielding component which can make hurt worker's well-being and performance. More worry at work is brought about by remaining task at hand, time pressure and by not furnishing people with the self-rule to accomplish their work as they might want. Business related pressure is hard to gauge and its manifestations can frequently stay covered up. It is critical to engage businesses and directors to offer due appreciation to their representatives and make great working conditions for them. The best instrument for the counteraction of business related pressure and related issues is to agree to every legitimate necessity, make great working conditions for representatives and give reasonable managing by the business.

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