



e-ISSN: 2319-8753 | p-ISSN: 2347-6710

# IJIRSET

International Journal of Innovative Research in  
**SCIENCE | ENGINEERING | TECHNOLOGY**



# INTERNATIONAL JOURNAL OF INNOVATIVE RESEARCH

IN SCIENCE | ENGINEERING | TECHNOLOGY

Volume 11, Issue 6, June 2022

**ISSN** INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA

Impact Factor: 8.118



9940 572 462



6381 907 438



ijirset@gmail.com



www.ijirset.com

# A Study on Stress Management for Employees in Infratex at Perundurai

**L.Jothibas, Venkateshwaran.M,**

Assistant Professor, Department of Management Studies, Nandha Engineering College(Autonomous),  
Erode, India

PG Student, Department of Management Studies, Nandha Engineering College(Autonomous), Erode, India

**ABSTRACT:** Stress is generally indicated as a deviation from normal functioning of body and mind. Stress can approach in an organization due to many reasons such as control over work, managerial style of manager etc. Stress in limited quantity is beneficial to organization and employee as well. It helps to achieve personal as well as goals of organization. But stress in excess quantity can cause harmful effects on the body, mind and psychology of employees. Stress can be measured by using psychological methods involving use of questionnaires. Physical measurement involve measuring of various physical constants of body such as blood pressure. Physiological measures include measurements of various hormonal levels etc. And the measures to relieve this stress include sports, music, dancing, hobbies etc. Excessive stress can be reduced by help of professional counselors. But the stress at workplace is an important issue must be dealt with to achieve progress. Day by day challenges for human is increasing in many different fields as if progress in turn creates new problems. Slowly the nature of working has been changed and still these changes are in progress. Because of these changes, number of illnesses has been increased, morality and human aspects are faded and new problems are occurred every day, so that we are facing job stress which called “illness of the century”. As a measure to minimize stress, delegating some work, share burden with colleagues, leave and time off work with family and love ones, as well as reducing work overtime ranked highest as strategies for stress management.

## I. INTRODUCTION

Each person responds to stress in a different way, but too much stress can lead to health problems. Stress is the body's natural defense against predators and danger. It flushes the body with hormones to prepare systems to evade or confront danger. This is known as the “fight-or-flight” mechanism. When we are faced with a challenge, part of our response is physical. The body activates resources to protect us by preparing us either to stay and fight or to get away as fast as possible. The body produces larger quantities of the chemical's cortisol, adrenaline, and norepinephrine. These trigger an increased heart rate, heightened muscle preparedness, sweating, and alertness. All these factors improve the ability to respond to a hazardous or challenging situation. Factors of the environment that trigger this reaction are called stressors. Examples include noises, aggressive behavior, a speeding car, scary moments in movies, or even going out on a first date. The more stressors we experience, the more stressed we tend to feel.

## II. OBJECTIVES OF THE STUDY

- To identify the various factors related to work stress.
- To study the level of work stress among the managerial employees.
- To analyze the effects of stress on the health of employees.
- To interpret suggestions to reduce the work stress.

## III. SCOPE OF THE STUDY

The scope of the study deals with the employees work stress in the organization. The study has a wide scope and has coverage of employees at all the departments of the organization. The study was conducted at INFRATEX. It also identified the employee's level of stress towards management. It mainly concentrated in what way employees are stressed by the organization. The present study has been conducted among employees in order to find out the employee work stress. Through the study, employee's expectations would be identified.

#### IV. LIMITATIONS OF THE STUDY

- Non-availability of all the executives in the limited period of time of my study doesn't bring the actual figures.
- The study does not consider the whole demographic factors in relation to stress.
- Sampling methods are used for data collection. So there is a chance for getting inaccurate result.
- The statistical ignorance of minute values may not bring the accurate sense of stress.

#### V. 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.

**P.S. Swaminathan, & Rajkumar S.** in their work on —Stress levels in Organizations and their Impact on Employees' Behaviour (2013). They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self distance 3) Role stagnation. **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 as same as 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.

#### VI. RESEARCH METHODOLOGY

##### 6.1 RESEARCH DESIGN

- A Master plan that specifies the method and procedures for collecting and analyzing needed information.
- A research design is a framework or blueprint for conducting the marketing research project.

##### 6.2 SAMPLE DESIGN

Sampling is the process of selecting a sufficient number of element from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

##### 6.3 PROBABILITY SAMPLING

- A Probability sampling is a sampling technique where the samples are gathered in a process that will have all the individuals in the population of getting equal chances of being selected.
- A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen.

##### 6.4 CONVENIENCE SAMPLING

Convenience sampling (also known as Availability Sampling) is data collection from population members who are conveniently available to participate in study

##### 6.5 SIZE OF THE SAMPLE

The Sample size is 200.

#### VII. DATA COLLECTION METHOD

##### 7.1 PRIMARY DATA

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

**7.2 SECONDARY DATA**

These are data which are already collected and used by someone previously. In this research review of Literature, Details of the industry are collected from the Internet.

**VIII. STATISTICAL TOOLS USED**

To analyze and interpret collected data the following Annova and correlation were used.

**IX. ANNOVA TABLE****COMPARISON OF AGE OF THE RESPONDENTS WITH REGULARITY IN SPENDING TIME FOR RELAXATION**

| Particulars    | Sum of Squares | Df  | Mean Square | F     | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 26.747         | 2   | 12.937      | 5.466 | .000 |
| Within Groups  | 348.199        | 147 | 2.367       |       |      |
| Total          | 374.947        | 149 |             |       |      |

**Inference:-**

From the above table it is noted that (F) equals 5.466 with a corresponding P-value of 0.000 which is less than the level of significance 0.05. Hence the null hypothesis is rejected and alternate hypothesis is accepted, which implies there is significant mean difference between age of the respondents with regularity in spending time for relaxation

**X. CORRELATION ANALYSIS****CORRELATIONS BETWEEN AGE AND MONTHLY INCOME OF THE RESPONDENTS**

| Correlations                     |                     |                        |                                   |
|----------------------------------|---------------------|------------------------|-----------------------------------|
|                                  |                     | Age of the respondents | Monthly Income of the respondents |
| Age of the respondent            | Pearson Correlation | 1                      | .527**                            |
|                                  | Sig. (2-tailed)     |                        | .000                              |
|                                  | N                   | 200                    | 200                               |
| Monthly Income of the respondent | Pearson Correlation | .527**                 | 1                                 |
|                                  | Sig. (2-tailed)     | .000                   |                                   |



|  |   |     |     |
|--|---|-----|-----|
|  | N | 200 | 200 |
|--|---|-----|-----|

\*\*, Correlation is significant at the 0.01 level (2-tailed).

#### Inference:-

Pearson Correlation Value  $R=0.527$  the variables stated above are moderately correlated. Hence there is a relationship between the year of experience and monthly income of the respondents.

### XI. FINDINGS

- Hence the null hypothesis is rejected and alternate hypothesis is accepted, which implies there is significant mean difference between age of the respondents with regularity in spending time for relaxation.
- Hence there is a relationship between the year of experience and monthly income of the respondents.

### XII. SUGGESTIONS

- ❖ The employees must give importance to time management techniques thereby they can complete their work within the specified time.
- ❖ Adopt the work to home transition strategy. It means instead of carrying the pressures of the work to home, the suggestion is to start the unwinding process during the work day and enter the home in a relaxed and peaceful mind.
- ❖ Giving counselling to the employees when they face problems, because counselling is the discussion of a problem that usually has emotional content with an employee in order to help the employee cope within better.
- ❖ The organization must introduce Employee Assistance Programmes (EAPs) and stress control workshops accordingly to the level of employees, because there is a strong relation between the level of stress and level of employees. EAP includes counselling employees who seek assistance on how to deal with alcohol and drug abuse, managing personal finances, handling conflicts at the work place, dealing with marital and other family problems, and coping with health problems.
- ❖ Engaging the bored employee in aerobic exercise, because it stimulates the brain and the body. Also the employee must do meditation and yoga in their daily life.

### XIII. CONCLUSION

Stress in the work place has become the black plague of the present century. Much of the stress at work is caused not only by work overload and time pressure but also by lack of rewards and praise, and more importantly, by not providing individuals with the autonomy to do their work as they would like. Since the company is telecommunication industry, the management should arrange some stress managing programmes for their employee periodically.

Organization must begin to manage people at work differently, treating them with respect and valuing their contribution. If we enhance the psychological well being and health of the employees, in the coming future the organization would make more revenue as well as employee retention. Because it is said that

### REFERENCES

1. Dr.HelenE.Sharrard, B.M.B.S., M.RC..Psych (1992), Feeling the strain: Job stress and satisfaction of direct-care staff in the mental handicap service: The British Journal of Mental Sub normality Vol. XXXVIII, Part 1, JANUARY, 1992, No.74



2. Yahaya, L.A., Opekun, S.O. and Idowu, A.I.(Ph.D.) Department of Guidance and Counselling, University of Ilorin (1996), Stress and Coping Strategies Among Employees In Selected Banks in Nigeria: the counsellor, Vol 14, No.1: August, 1996.
3. Rollin Mccraty, Ph.D., Mike Atkinson, and Dana Tomasino, B.A. (2003), Impact of a Workplace Stress Reduction Program on Blood Pressure and Emotional Health in Hypertensive Employees: The Journal Of Alternative And Complementary Medicine Volume 9, Number 3, 2003, pp. 355–369 © Mary Ann Liebert, Inc.
4. Astrid Berland, Gerd Karin Natvig and Doris GundersenHaugesund Hospital, HelseFonna, Norway (2008), Patient safety and job-related stress: A focus group study Intensive and Critical Care Nursing (2008) 24, 90—97 [www.elsevierhealth.com/journals/iccn](http://www.elsevierhealth.com/journals/iccn)



**INNO SPACE**  
SJIF Scientific Journal Impact Factor  
**Impact Factor: 8.118**



**ISSN** INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
**INDIA**



# INTERNATIONAL JOURNAL OF INNOVATIVE RESEARCH

IN SCIENCE | ENGINEERING | TECHNOLOGY

 **9940 572 462**  **6381 907 438**  **ijirset@gmail.com**



**www.ijirset.com**

Scan to save the contact details