



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 5.2
IJAR 2017; 3(5): 224-227
www.allresearchjournal.com
Received: 03-03-2017
Accepted: 04-04-2017

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A Study on “Stress level among employees in a private organization, Coimbatore city”

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Abstract

A Study on “Stress Level among Employees in a private organization in Coimbatore” topic stated that level of stress among the employees in Coimbatore. The objectives of this study are (i.) To study the stress level of the employees. (ii.) To identify the major stress contributing factor. (iii.) To know the effect of stress on their job performance. (iv.) To study the effect of stress on personal growth. The research design used for this study is descriptive research.

The population of this study is employees in Coimbatore city. 65% of respondents are male and 25% of respondent are female. We conclude that the majority of the respondents are male. Out of 100 respondents, 53% of respondents are below 30 yrs, 27% respondents are between 31- 40 yrs, 15% of respondents are between 41-50 yrs and 5% respondents are above 50 yrs. 16% of the respondents are not married and 84% of the respondent are married.

The study has shown that the organization strengthens its marketing team like sales managers, financial planning advisors etc. to create a brand image and to give a successful organization.

Keywords: Stress, Stress Management, job performance, personal growth

1. Introduction

Organizational life is quite stressful new technologies, global competition, competitive pressures have multiplied the woes of employees in recent times. Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. Their organizations are less likely to be successful in a competitive market.

Stress may be defined as an emotional, an intellectual or physical reaction to change or demands. Anything that cause change in routine is stressful. Anything that causes change in body health is stressful. Stress is anything that physically, emotionally and psychologically pressures an individual.

According to Selye (1996), stress is a scientific concept which has suffered the mixed blessing of being too well known and too little understood.

2. Review of Literature

Stress survival by Arvashikari (2009) in the journal Human Capital, Bob Gallo, AARP Illinois senior state Director is reported to have quoted that right now people are increasingly concerned about their jobs, retirement savings and simply being able to provide for their families and it's taking a major toll on their health. Demands of the current business environment increasing stress and this is impacting their work, personal life, physical health and emotional well being. So thus the level of stress and stressors be identified and proper stress remedy should be taken. Steps for de-stressing at work and fallout of stress should be taken.

Marcie A. Cavanaugh, Wendy R. Boswell, Mark V. Roehling, Lohn W. Boudreau, (2000), in their study on “The challenge and hindrance related stress among US Managers” proposes that stress associated with two kinds of job demands or work circumstance, “challenges” and “hindrances” are distinct phenomena that are differentially related to work outcomes.

3. Statement of Research Problem

From the points discussed above, it is crystal clear that stress is unavoidable in a person's life. We can find that the workers and staff of leading private organization facing lot of stress in the organization.

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All these factors effect there physical, mental, social circumstances it makes an employee in effective and inefficient in their functional roles. Limited number of studies is available on the stress experienced by the employees in a private concern.

4. Objectives

- To study the stress level of the employees.
- To identify the major stress contributing factor.
- To know the effect of stress on their job performance.
- To study the effect of stress on personal growth.

5. Research design

A Research design is an arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purchase with economy procedure. Fundamental to the success of research project is the sound research design. Research design took study was descriptive research design.

6. Sampling Design

The population of this study is employees. Since the population is not huge, the whole population of employees was considered as samples for the study which totalled to 100.

7. Data analysis and discussion

In this chapter, the researcher has presented the statistical results applied on the data supported by appropriate tables and diagrams. The frequency distribution of the respondents and the percentage of the respondents have been computed.

Table 1: Age of the respondents

Option	No. of Respondents	Percentage
Male	65	65
Female	25	25
Total	100	100

It's clearly found out from the above table that the majority of respondents are male and the rest of the respondents are female.

Table 2: Gender of the respondents

Age	No. of respondents	Percentage
Below 30	53	53
31-40	27	27
41-50	15	15
Above 50	5	5
Total	100	100

Option	No. of Respondents	Percentage
Male	65	65
Female	25	25
Total	100	100

Option	No. of Respondents	Percentage
Male	65	65
Female	25	25
Total	100	100

From the above table, it's inferred that out of 100 respondents, the majority of the respondents are below 30 years and the second highest number of respondents are between 30-40 years.

Table 3: Marital status

Options	No. of Respondents	Percentage
Married	84	84
Single	16	16
Total	100	100

From the above table, it's clearly found out from that the majority of the respondents are male and the rest of the respondents are female.

Table 4: Period of service

Options	No. of respondents	Percentage
Less than 1 year	15	15
Less than 3 years	20	20
Less than 6 years	45	45
Above 8 year	20	20
total	100	100

From the above table, the highest number of respondents have 3 - 6 years of service, and the next highest number of respondents have 1 – 3 years of service.

Table 5: Educational qualification

Options	No. of respondents	Percentage
Diploma	10	10
Graduate	84	84
Pg	5	5
Others	1	1
Total	100	100

From the above table, it's inferred that out of 100 respondents, the majority of the respondents are graduates and next highest number of respondents are post graduates.

Table 6: Monthly income

Options	No. of respondents	Percentage
Below 10000	20	20
10001-20000	35	35
20001-30000	36	36
30001-40000	9	9
Total	100	100

From the above table, it's found out that out of 100 respondents, the majority of the respondents are earning between 20000 – 30000.

Table 7: Describe your JOB

Options	No. of respondents	Percentage
Challenging	25	25
Very challenging	50	50
Interesting	10	10
Very interesting	15	15
Total	100	100

From the above table, it's found out that out of 100 respondents, the majority of the respondents are very challenging for their job.

Table 8: reasons for job stress

Options	No. of respondents	Percentage
Subordinate	32	32
Foreman	20	20
Top manager	4	4
Immediate supervisor	44	44
Total	100	100

From the above table, it's found out that the highest number of respondents preferred 'Immediate Supervisor' and the next highest preferred 'Subordinate'.

Table 9: causes for job stress

Option	No. of respondents	Percentage
Volume of work	80	80
Nature of job	5	5
Physical work environment	10	10
Personal health issue	5	5
Total	100	100

From the above table, I have found out that volume of work is the major cause and the next major cause was the nature of job and responsibilities.

Table 1: Chi-square analysis

		Employee workload factors				Total
Employee do you think that your superiors are keeping you under they are control		Not enough pay	Too much deadlines	Poor ventilation	Others	
	Strongly Agree	7	14	7	1	29
	Agree	13	25	8	7	53
	Neutral	4	3	2	1	10
	Disagree	2	4	2	0	8
	Total	26	46	19	9	100

Interpretation

Hence we conclude no association between employee workload factors and employee do you think that your superiors are keeping you under they are control.

Table 2: Chi-square analysis

		Effective measures that can be taken				Total
Relief method that can be adopted by your organisation		Improve Work Schedule	Reduce workload	Improve the quantity	Others	
	Meditation	5	10	5	2	22
	General Counseling	20	21	10	2	53
	Yoga	3	11	1	0	15
	Psychological counseling	2	4	2	2	10
	Total	30	46	18	6	100

Interpretation

Hence there is no association between effective measures that can be taken and relief method that can be adopted.

8. Findings

- 65 % of respondent are male and 25% of respondent are female. We conclude that the majority of the respondents are male.
- Out of 100 respondents, 53% of respondents are below 30 years, 27% respondents are between 31-40 years, 15% of respondents are between 41-50 yrs and 5% respondents are above 50 years.
- 16% of the respondent are not married, and 84% of the respondent are married.
- 15% of the respondents have less than one year of service, 20% of respondents have greater than 1 year and lesser than 3 years of service, 45% of respondents have greater than 3 year and lesser than 6 year of service, 20% of respondents have greater than 6 year and lesser than 8 year of service.
- 10% of respondents have completed Diploma, 84% of the respondents are graduates, 5% of respondents are post graduates.
- 20% of respondents are earning less than Rs.10,000 per month, 35% of respondents are earning Rs.10,000 – Rs.20,000 per month, 36% of respondents are earning between Rs.20,000 – Rs.30,000 per month, 9% of

respondents are earning between Rs.30,000 – Rs.40,000 per month.

- 25% of respondents are challenging for their job feel that the management always listen to proposals, suggestions and ideas of the employees, 41% of respondents feel that the management often listen to the proposals, suggestions and ideas of the employees, 47% of respondents feel that the management sometime listen to the proposals, suggestions and ideas of the employees.
- 32% of respondents feel that their subordinates are responsible for their job stress, 20% of respondents feel that their top manager are responsible for their job stress, 4% of respondents feel that their immediate supervisor are responsible for the job stress and 44% of respondents feel that others are responsible for their job stress.
- 80% of respondents say that their job stress was caused because of volume of work, 5% of respondents say that their job stress was caused because of their nature of job and responsibility, 10% of respondents feel that their job stress was caused because of physical work environment, 5% of respondents say that their job stress was caused because of personal health issues.

9. Recommendations

Most of the employees of the organization are having stress problems like emotional exhaustions, heart problems, dizzy spells etc due to heavy work load, not enough pay, volume of work, nature of job and responsibilities and too much of deadlines. So I have suggested the company to takes necessary step to reduce stress.

- Conduct regular survey.
- Improve the communication channel between the top level management and low level management.
- Provide performance base incentives to motivate employees who work in human resource department who takes care of people.
- Conduct cultural programs in the organization to relax from the regular work.
- Provide relief methods like meditation, yoga, psychological counseling etc.

10. Conclusion

The result and findings of the study clearly exemplifiers the fact that in depth research has been conducted and all the objectives set for the research work has been fully accomplished. The company strengthen its marketing team like sales managers, financial planning advisors etc to create a brand image and to give a successful organization. Since it has heavy work load the employees cannot contribute and they end up in stress.

From the analysis, it has been found that there level of stress among the employees, particularly among the financial planning advisors. Proper suggestions have been given to the organization to reduce the level of stress among the employees.

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