Endure Stress Among Employeesin Workplace At SIDCO

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ABSTRACT
This study on stress management among employees in manufacturing industries helps the employees in identifying the factors which causes work stress and the effect of stress on them in work place. The study also emphases on the ways the organization deals to handle the kind of stress employee's face and recommend remedial programs for the same work place. This study is done using descriptive research design method and data are collected by primary and secondary sources. The questionnaire method is used as the methodology to collect primary data for the study and the sample size of 120 employees has been taken in this study for data analysis. The results are analyzed and interpreted, interference through simple percentage analysis, Correlation and Chi-square Test. The data analysis and interpretation are collected and done is being presented through graphs.

Keywords - Stress management, Work stress, Manufacturing industries

I.   INTRODUCTION

Over the past century, there has been a significant shift in the nature of work, and this transition is currently happening quickly. Professionals operate in an environment that is changing due to social, political, economic, intellectual, and professional changes that have increased stress and distress options. Stress at work has affected people in all walks of life, from artists to surgeons, top executives to regular workers. Ordinary people, including housewives, kids, students, and older citizens, are also not immune to the effects of work- related stress. Stress is a psychological, emotional, or bodily reaction that arises from a person's reaction to pressure from the environment and other related stimuli. Most individuals agree that stress has a negative impact on performance and health. Burnout is often the main cause of stress, which makes people unhappy and less productive at work. While low amounts of stress may not be evident, a minimum degree of stress is required for optimal functioning and performance. Stress at work can also negatively impact one's health and personal life.

Definition
According to Ivancevich and Matterson, "Stress is the interaction of the individual with the environment. It is an adaptive response, mediated by individual differences and/or psychological process; that is a consequence of any external (environment) action, situation or event, that places excessive psychological and / or physical demands upon a person."

"In very simple words, stress refers to an individual's reaction to a disturbing factor in the environment. Stress is a problem in almost all the countries of the world, irrespective of whether the economy is strong or weak Stress is the body's general response to environmental situations. Stress is an inevitable and wide phenomenon in the industrialized countries.

OBJECTIVES OF THE STUDY
- To examine whether work place cause stress
- To examine whether job stress will affect person life
- To examine whether training program, seminar workshop reduce stress
- To examine whether exercise reduce stress

SCOPE OF THE STUDY
The initiative is focused on the subject of "SIDCO employee stress management." It is pertinent to the current situation because stress is an unavoidable aspect of modern living. fashion. Few people in today's rapidly evolving world are stress-free, and stress affects people in all walks of life. An individual's role demands are becoming more varied, complex, and many. In most cases, when someone is not in line with the demands of their work when there is a barrier to achieving deeply held beliefs or needs, everyone tries to outperform one another in order to get to the top.

LIMITATIONS OF THE STUDY

➢   Due to fear of appraisal many employees did not give their original response.

➢   Biased information may affect the study badly.

➢   Due to time constraint, the study covers only permanent employees in the organization.

➢   Cooperation of the concerned people in the organization posed as limitation through the study.

II.   REVIEW OF LITERATURE

Mrs.Kalaivani A,(2023) in this study Stress Management of employee in Arts and Science College. This study explores the levels of occupational stress among employees in an arts and science college in Coimbatore District, focusing on identifying stress management measures, satisfaction levels in the workplace, causes of work stress, and the impact of stress on individual efficiency and effectiveness. With the increasing pressure on employees to achieve greater results, maintaining work-life balance has become crucial for personal health, relationships, and work performance. The findings of this study aim to provide insights into effective stress management strategies for enhancing employee well-being and productivity in educational institutions.

Mr.John Paul (2022) This study investigates stress management among employees in manufacturing industries, aiming to identify stress factors, their effects, and organizational strategies for stress miltigation. Utilizing a descripative research design, primary data were collected through a questionnaire method from a sample of 120 employees. Data analysis involved simple percentage analysia ANOVA and T-TEST, with results inter graphically.The study underscores the pervasive nature of work stress and its detrimental impact on employee well-being and organizational performance. Drawing from the literature review, stress is defined as a series of physiological, psychological, and behavioral responses to stressors, leading to various health disorders. Effective stress management strategies include employee development, training interventions, and promoting work-life balance. Overall, the study emphasizes the importance of addressing work stress to foster a conducive work environment and ensure organizational success in manufacturing industries.

Mr.Vijay joshi (2019) in their study, Vijay Joshi, a Doctoral Research Scholar at the Department of Business Administration, UCCMS, MLSU, Udaipur, and Dr. K.A. Goyal, Former Convener & Head of the Department of Management at B.N.P.G. College, Udaipur, delve into the impact of mergers and acquisitions (M&As) on stress levels among bank employees, given the competitive and dynamic nature of the banking industry. Amidst global recession and intense competition, banks are increasingly resorting to M&As to enhance their market presence and strengthen their operations. However, the process of M&As often triggers stress among employees, affecting their attitude and work-related behavior. The study aims to identify stressors contributing to employee stress during M&As and provides insights into employee perspectives for policymakers, bankers, and researchers, offering valuable guidelines for informed decision-making and policy formulation in the banking sector.

III.   RESEARCH METHODOLOGY

Research methodology refers to the practical "how" of any given piece of research. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives. Research methodology highlights the procedures by which researchers go about their work of describing, explaining, and predicting phenomena. This chapter presents the methodological framework used for collecting and analyzing the data to solve the research problem and answer the research questions. The research is targeted on the stress management of employees at workplace in SIDCO.

a. Study area

The study area was conducted on the employees of SIDCO at Thiruvananthapuram - 695001.

b. Design of the study

Research design is defined as framework of methods and techniques chosen by a researcher to combine various components of research in a reasonably logical manner so that the research problem is efficiently handled. It provides insights about how to conduct research using a particular methodology. The research used for the study is descriptive research. Descriptive research methods are used when the researcher want to describe specific behavior as it occurs in the environment. Research design is the conceptual structure within which research is conducted, It constitutes the blue print for the collection, measurement and analysis of data. A research design indicates plan of action to be

carried out in connection with a proposed project work. The research design is simply a specific presentation of the process of research. It is the basic framework which provides guidelines for the rest of the research process. It specifies the method for collection and data analysis.

c. Source of the data
I have collected responses from the employees of SIDCO at Thiruvananthapuram tools for data collection. For collecting data, the researcher used two types of data that are primary and secondary data

a)   Primary data
Primary data collection is the process of gathering data through surveys, interviews, or experiments. A typical example of primary data is household surveys. Primary data is data that is collected by a researcher from first-hand sources, using methods like surveys, interviews, or experiments. It is collected with the research project in mind, directly from primary sources. Data relevant for the project is collected through questionnaire is structured as questionnaire containing 25 questions

b)   Secondary data
Secondary data that is collected by someone other than the user, sources of secondary data for social science include censuses, information collected by government departments, organizational records and data that was originally collected for other research purposes. Secondary data has been obtained from;
Government publication, Public Records, Historical and statistical documents, Business document, Technical and trade journals.

d. Sampling techniques
In order to meet the objectives of the study, employees who work under SIDCO (Kerala Small Industries Department Corporation Ltd). The sample of the research was selected through convenience sampling technique, a non-probability sampling procedure. Total sample size in the study was 124 Employees in SIDCO.

e. Sampling unit:
The population members who are used as sample units are those from whose measurements are obtained. SIDCO KERLA SMALL INDUSTRIES DEVELOPMENT CORPORATION Ltd is the study's sample unit.

f. Sample size:
Number of elements in the population is the size of the population. The data is collected from the 124 Employees who are working in the Kerala SIDCO, Thiruvananthapuram. So, sample size is 124.

Analytical tools and methods
The commonly used statistical tools for analysis of collected data are:
a)   Simple percentage
b)   Chi-square analysis
c)   Correlation
d)   Anova

DATA ANALYSIS AND INTERPRETATION
CORRELATION

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

Correlations

		Qualification	Help to cope-up with new technology reduces stress
Qualification	Pearson Correlation	1	.951**
	Sig. (2-tailed)		.000
	N	124	124
Help to cope-up with new technology reduces stress	Pearson Correlation	.951**	1
	Sig. (2-tailed)	.000	
	N	124	124

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

CHI-SQUARE ANALYSIS

NULL HYPOTHESIS

H_O: There is no significance relationship between experience and work place cause stress

ALTERNATIVE HYPOTHESIS

H_1: There is a significance relationship between experience and work place cause stress

Experience * Work place cause Stress Cross tabulation

Count	Work place cause Stress					Total
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Experienc e Below 1 year	36	12	0	0	0	48

1 to 5 years	0	41	6	0	0	47
6 to 10 years	0	0	3	14	8	25
More than 10 years	0	0	0	0	4	4
Total	36	53	9	14	12	124

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.124E2[a]	12	.000
Likelihood Ratio	206.413	12	.000
Linear-by-Linear Association	101.729	1	.000
N of Valid Cases	124		

a.   12 cells (60.0%) have expected count less than 5. The minimum expected count is .29.

RESULT:

Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between experience and work place cause stress.

 Anova
Appraisal of progress, or ANOVA, is a solid certified method that is utilized to show capability between at any rate two systems or parts through importance tests. It likewise shows us an approach to manage make various appraisals a few group induces. The Anova test is performed by seeing two sorts of grouping, the variety between the model derives, comparatively as the combination inside the entirety of the models. Under alluded to equation watches out for one way Anova test encounters:

ANOVA TEST
NULL HYPOTHESIS: H0: There is no significant relationship between range of monthly salary and first step in managing stress effectively
ALTERNATIVE HYPOTHESIS: H1: There is a significant relationship between range of monthly salary and first step in managing stress effectively
Range of monthly salary

$$F = \frac{MST}{MSE}$$

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	113.142	3	37.714	181.355	.000
Within Groups	24.955	120	.208		

Total	138.097	123			

RESULT

From the above table it is observed that Monthly income [In rupees] and Knowledge and skill help expected value is (35.650) is lesser than the significance value (0.000). Hence, the Null hypothesis is rejected.

Null hypothesis (H0) rejected the Alternative hypothesis (H1) accepted.

IV.   FINDINGS

➢ Majority 61.3% of the respondents are male.
➢ Mostly 51.6% of the respondents are under the age of 20 – 30 years
➢ Mostly 30.6% of the respondent's qualification is School (SSLC /HSC)
➢ Mostly 38.7% of respondents are experienced as Below 1 year.
➢ Mostly 42.7% of the respondents are belongs to agree about work place cause stress.
➢ Mostly 40.3% of the respondents are belongs to strongly agree feel Excessive workload causes both physical and psychological problems.
➢ Mostly 49.2% of the respondents are said strongly agree about Job stress will affect personal life

V.   SUGGESTIONS

➢ If the management creating positive images and give counselling, it reduces the stress and also increase confidence in working environment.
➢ Set realistic academic and personal priorities. Periodically don't overload the employees with unimportant tasks.
➢ People should not be forced to finish the target, should be given extra time to the slow performing workers.
➢ The company can focus on employees by providing personal loans, educational loan etc.

5.1   CONCLUSION

The employer should focus on the suggestion given by the researcher in order to avoid the employees' physical and mental stress the employees are facing acute and chronic types of stresses. Since stress in post payment banking sector is mostly due to excess of work pressure and work life imbalance, the organization should support and encourage taking up roles that help them to balance work and family. The productivity of the work force is the most decisive factor as far as the success of an organization is concerned. The productivity in turn is dependent on the psychosocial well-being of the employees. In an age of highly dynamic and competitive world, man is exposed to all kinds of stressors that can affect him on all realms of life. The employer or top level authorities should focus on their stresses and take necessary steps to overcome that problem in order to bring more profitability and goodwill to the company. Counseling can be given to all employee at whatever level they are in the company.

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