



# A Study on Exploring the Role of HR in Mitigating Stress and Promoting the Work Life Balance in URC Construction Private Limited

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**ABSTRACT:** This research paper proposes the effective strategies to manage the stress generated by the multirole of the Constructions industry. Personal and professional balance itself is the multirole. Further multirole in personal and professional balance needs effective strategies for the stress management are presented. The research proposes at most stress management strategies such as effective utilization of professional time, at most commitment towards work and balance of stress, etc. are presented. Personal balance maintenance such as health balance, family health, child care, elder health, economic balance, supportive spouse solves many stresses related issues. The construction industry is facing an acute labor shortage around the globe, which has caused an escalation in construction costs and project delays. Work-life imbalance is identified as a major detrimental factor in attracting young people to join the industry. Previous research on work-life balance (WLB) has focused on shift workers, females, and managerial and professional individuals. There is still a paucity of literature on WLB for manual workers, in particular, manual workers in the construction industry. This paper aims to investigate how workers perceive their WLB and identify the factors that affect WLB in the construction industry.

**Key Words:** Work life balance, Multirole, Stress Management, construction industry

## I. INTRODUCTION

Employee stress management is providing education and training to reduce the effects of stress on people and groups. This includes procedures such as psychotherapy, which try to manage chronic stress and improve daily functioning. Stress causes a variety of physical and mental symptoms, which are impacted by

individual situations. Work-related stress is caused by organizational elements such as management relationships, working environment, resource allocation, as well as external economic and political forces. Group dynamics and personal traits can play a big role in stress levels.

Stress can be positive (eustress), motivating and improving performance, or negative (distress), resulting in health problems such as cardiovascular disease, substance abuse, and lower productivity. Yoga, meditation, deep breathing exercises, and hobbies such as listening to relaxing music or driving through picturesque areas are all effective stress-reduction techniques. Many organizations now provide stress management programs and courses to help their employees cope with job stress. Promoting work-life balance is critical for boosting employee morale and productivity. A healthy work-life balance enables employees to properly manage their professional and personal duties, lowering stress and increasing job satisfaction. This balance is especially critical in demanding industries such as construction.

The building business, while it promotes economic development and provides various non-monetary benefits, is one of the most dangerous. It covers a wide range of operations, including infrastructure planning, finance, and design, as well as the construction and maintenance of industrial and residential buildings. The industry is separated into three major categories: building construction, infrastructure construction, and industrial construction. Building construction is further divided into residential and non-residential projects, whereas infrastructure construction comprises public works such as roads, bridges, etc



## II.OBJECTIVES OF THE STUDY

- To identify the factors which causing stress and working conditions of the employee.
- To analyze the employee performance based on the level of stress factors.
- To know about the psychological problems of the employees and the counseling services provided for the employees.
- To identify how working people manage their work and family
- To find out the hindrances faced by working workers.

## III.SCOPE OF THE STUDY

- The scope of the study is to analyze the occupational stress among the employees
- The study was conducted for a period of three months, covering various departments in the industry.
- The primary data was collected through questionnaire.
- Work is an integral part of our everyday life, be it our livelihood or career or business. On an average we spend around twelve hours daily in the work place, that is one third of our entire life; it does influence the overall quality of our life.
- It should yield job satisfaction, give peace of mind, a fulfilment of having done a task, as it is expected, without any flaw and having spent the time fruitfully, constructively and purposefully

## LIMATATIONS OF THE STUDY

- The calculated sample size of 130 respondents, while statistically significant for the targeted population (195), may not be large enough to generalize the findings and data.
- The study may not be generalizable to other workplaces or demographics.
- This study face difficulty in accurately identifying all stress factors due to individual differences and varying perceptions of work conditions among employees.
- Few employees and executives were not responded very much because of their busy work schedule.
- Rating behavior on an appraisal of employee is quite difficult

## V.STATEMENT OF THE PROBLEM

Stress is one of the most important things that play a major role in human life. Since all the companies depend upon man power, it is one of the important issues to be taken care of and also it has become a major concern of the modern times. Stress can cause harm to employee's health and performance. Work related stress may lead to sickness, high turnover and high absenteeism. Job stress is a condition arising from the interaction of people that force deviate from their timing. 7 Work-life management in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that Female employees are running at their peak potential and free from stress and strain. The Work-life management can affect such things as employees 'timing, his or her work output, his or her available leaves, etc. Work-life management helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work.

## VI.REVIEW OF LITERATURE

**Yogesh Jain (2023)** he studied on quality of work life among the employees of a leading company of Thiruvannamalai district. He founded that there exists a relationship between organizational commitment and other four components of quality of work life. He suggests that the company must devise the policy on career advancement and career positioning for better inflow of knowledge. He also suggests that company must do away the traditional method of advancing an employee purely on the basis of seniority even if better talent on the basis of performance is available, else company will start facing the elevation of Labour turnover problem at the earliest.

**Jha (2022)** in his study on Jobs Stress and Employee Strain in India Executives 'explains the pattern of stress and strain in three work groups, namely production, personnel and data processing divisions in an organization. Results indicated that job future ambiguity had negative effect on job satisfaction in all the three groups. The patter of stress in the three groups was different among different levels of management. Among different levels of managers, the diddle level managers had more role ambiguity than others did.

**Sandeep kumar Singh, (2021)** observed on quality of work life if employees working in industry: A strategic approach towards employee's excellence. He founded that quality of work life is an important



issue from the teacher's perspective as it affects the job satisfaction level, commitment, performance and performance level. he also suggests that hospital authority should take progressive step to organize a conducive and congenial work cultural and environmental at hospital level in which every employee works in a well-defined manner for their own excellence and for institutional effective also

**Straw and Heckscher (2020)** work life balance is a philosophy, a set of principles, which holds that people are the most important resource in the organization as they are trustworthy, responsible and capable of making valuable contribution hence, they should be treated with dignity and respect. Quality of work life is considered to be the quality of association between employees and the total working environment: with human dimensions, technical and economic consideration. In other words, work life balance could be measured on factors such as; work-life balance, job satisfaction and contentment, career advancement opportunities and so on. Recently, the organizational responses to the changing needs of working families resulted in the concept of Flexible work arrangements (FWA).

**Anitha Devi (2019)** in her study on Occupational Stress: A comparative Study of Worker in different Occupations describes identifying the degree of life stress and role stress experienced by professional women. It was found that science and technology professionals and doctors experienced significantly greater life stress and role stress. Apart from perceptions of safety, sources of stress as well as protective factors against stress were similar for both groups with environmental factors demonstrating the most robust impact.

**Pratibha Garg (2019)** Job or occupational stress is mismatch between the individual capabilities and organizational demands. Employees often experience stress because of work overload, an expected work pace, difficult work schedules, role conflict, uncertainty regarding job security, poor interpersonal relationships and unpleasant working conditions. This stress manifests in conflict, depression, headaches, hypertension, alcoholism and other conditions.

## VI. RESEARCH METHODOLOGY

### STUDY AREA

The study area was conducted on the employees of Erode

### RESEARCH DESIGN

A descriptive study design seeks to describe a

phenomena, situation, or population through systematic data collection. More particular, it assists in answering the what, when, where, and how questions about the research challenge rather than the why.

### SOURCE OF THE DATA

Data collection is the process of gathering and analyzing data on important variables in a specified, organized manner in order to answer research questions, test hypotheses, and assess results.

### PRIMARY DATA

Primary data was collected from respondents via a well-structured questionnaire (130 respondents). The survey includes multiple-choice, closed-ended, and open-ended items.

### Sampling Size

The sample size of the respondents is 130.

### SAMPLING TECHNIQUE

Sampling is the process of selecting specific people or subsets of the population in order to estimate the characteristics of the full population and make statistical inferences from them. Market researchers often use sample methodologies to gain practical insights rather than analyzing the entire population. Simple random sampling was used as the sample approach.

### ANALYTICAL TOOLS AND METHODS

- Chi-Square Analysis
- Correlation Analysis
- ANOVA

## VIII. DATA ANALYSIS AND INTERPRETATION

### CHI-SQUARE ANALYSIS:

**Relationship between experience and work place cause stress**

### NULL HYPOTHESIS

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

### ALTERNATIVE HYPOTHESIS

H1: There is a significance relationship between experience and work place cause stress



**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Experience * Work place cause Stress	130	100.0%	0	.0%	130	100.0%

**Experience \* Work place cause Stress Crosstabulation**

Count		Work place cause Stress					Total
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Experience	Below 1 year	26	0	0	0	0	26
	1 – 3 years	20	22	0	0	0	42
	3 – 5 years	0	31	1	0	0	32
	5 – 7 years	0	0	8	11	0	19
	Above 7years	0	0	0	3	8	11
Total		46	53	9	14	8	130

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.827E2 <sup>a</sup>	16	.000
Likelihood Ratio	239.974	16	.000
Linear-by-Linear Association	107.332	1	.000
N of Valid Cases	130		

a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .68.

**Symmetric Measures**

	Value	Asymp. Std. Error <sup>a</sup>	Approx. T <sup>b</sup>	Approx. Sig.
Ordinal by Ordinal Gamma	1.000	.000	23.540	.000
Measure of Agreement Kappa	.372	.057	8.245	.000
N of Valid Cases	130			

**Inference: H1 is accepted**

**RESULT**

The chi-square tests conducted with a significance level of 0.05, the p-value is less than ( $p < .001$ ), indicating a highly significant relationship between work experience and the perception of workplace stress. Therefore, we reject the null hypothesis (H0) and accept the alternative hypothesis (H1), which suggests that



there is a significant association between work experience levels and the perception of workplace stress among the respondents.

**CORRELATION**

**Relationship between Qualification and Feel time pressure to complete work**  
**Correlations**

		Qualification	Feel time pressure to complete work
Qualification	Pearson Correlation	1	.930**
	Sig. (2-tailed)		.000
	N	130	130
Feel time pressure to complete work	Pearson Correlation	.930**	1
	Sig. (2-tailed)	.000	
	N	130	130

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

**NONPARAMETRIC CORRELATIONS**

**Correlations**

			Qualification	Feel time pressure to complete work
Kendall's tau_b	Qualification	Correlation Coefficient	1.000	.879**
		Sig. (2-tailed)	.	.000
		N	130	130
	Feel time pressure to complete work	Correlation Coefficient	.879**	1.000
		Sig. (2-tailed)	.000	.
		N	130	130
Spearman's rho	Qualification	Correlation Coefficient	1.000	.922**
		Sig. (2-tailed)	.	.000
		N	130	130
	Feel time pressure to complete work	Correlation Coefficient	.922**	1.000
		Sig. (2-tailed)	.000	.
		N	130	130

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



**RESULT**

This is a positive correlation. There are relationships between Qualification and Feeltime pressure to complete work.

**ANOVA**

**NULL HYPOTHESIS**

**H0:** There is no significant relationship between Age and Training opportunities helped in improving the quality of work.

**ALTERNATIVE HYPOTHESIS**

**H1:** There is a significant relationship between Age and Training opportunities helped in improving the quality of work.

**Descriptives**

Age	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	Between-Component Variance
					Lower Bound	Upper Bound			
Strongly Agree	41	1.15	.358	.056	1.03	1.26	1	2	1.782
Agree	52	2.33	.474	.066	2.20	2.46	2	3	
Neutral	25	3.52	.510	.102	3.31	3.73	3	4	
Disagree	8	4.62	.518	.183	4.19	5.06	4	5	
Strongly Disagree	4	5.00	.000	.000	5.00	5.00	5	5	
Total	130	2.41	1.205	.106	2.20	2.62	1	5	
Mod Fixed el Effects			.444	.039	2.33	2.48			
Random Effects				.734	.37	4.44			

**Test of Homogeneity of Variances**

Age

Levene Statistic	df1	df2	Sig.
14.453	4	125	.000

**ANOVA**

Age	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	162.713	4	40.678	206.035	.000
Within Groups	24.679	125	.197		
Total	187.392	129			

**HOMOGENEOUS**



**Age**

Training opportunities helped in improving the quality of work	N	Subset for alpha = 0.05			
		1	2	3	4
Student-Newman-Keuls <sup>a</sup> Strongly Agree	41	1.15			
Agree	52		2.33		
Neutral	25			3.52	
Disagree	8				4.62
Strongly Disagree	4				5.00
Sig.		1.000	1.000	1.000	.051

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 10.902

**Result**

From the above table it is observed that Age and Training opportunities helped in improving the quality of work. Expected value is (10.902) is lesser than the significance value (0.000). Hence, the Null hypothesis is rejected. Therefore, there is a significant relationship between range of monthly salary and stress related to demand. Null hypothesis (H0) rejected the Alternative hypothesis (H1) accepted

**IX. FINDINGS, SUGGESTIONS AND CONCLUSION**

The present chapter presents the findings from the analyses of the study, relevant suggestions and the conclusion pertaining to the objectives of the study.

**FINDINGS OF THE STUDY:**

Majority 55.5% of the respondents are male. Majority 31.5% of them are under the age of 25 – 30 Years. Majority 33.1% of respondent’s qualification is diploma. Majority 32.3% of respondents are experienced as 1 – 3 years. Majority 33.1% of them are getting Rs.10001-Rs.20000. Majority 50.8% of the respondents are feel good about current work life balance. Majority 33.8% of the respondents are getting stress is related to demand for Dealing with Customers/ Colleagues. Majority 40.8% of the respondents are belonging to agree about work place cause stress. Majority 38.5% of the respondents are belonging to strongly agree about feel time pressure to complete work. Majority 43.8% of the respondents are said strongly agree about physical exercise & yoga reduce the stress. Majority 26.9%

of the respondents are feels strongly agree and agree about lack of communication cause stress. Majority 35.4% of the respondents are related to Work environment about most of stress. Majority 41.5% of the respondents are belonging to strongly agree about improving working conditions, reduces the stress. Majority 33.8% of the respondents are said highly satisfied about quality of work life. Majority 40.0% of the respondents are said agree about training opportunities. Majority 52.3% of the respondents are strongly agreed about help to cope-up with new technology reduces stress. Majority 32.3% of the respondents are said strongly agree about work balance positively impact of overall job satisfaction. Majority 37.7% of the respondents are said strongly agree about relaxation reduce the stress.

**SUGGESTIONS**

- Employees are satisfied with the ventilation facility in the organization and that can be improved by providing an 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.
- Effective step should be taken to enhance transportation facility.
- 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

The project research on stress and work-life balance at "URC CONSTRUCTIONS Private Limited" proved beneficial to the firm. The majority of employees are satisfied with the present facilities. Management must take the appropriate steps to improve techniques of appreciation in order to lessen the workload required for staff development. Employee development programs should aim to create a progressive organizational culture in Indian values while also reducing organizational stress.

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