



A Study on Occupational Stress Among Employees Of Kothari Sugars And Chemicals Ltd Unit –I Trichy

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Date of Submission: 13-05-2024

Date of Acceptance: 25-05-2024

ABSTRACT: Occupational stress on employees in the industry is one of the major areas of concern, because the organizational life is quite stressful. The emergence of new technologies, global competition, and competitive pressures multiplied the sufferings of employees. Stressed employees are also more likely to be poorly motivated, unhealthy, less productive and less safe at work. Stress is the adverse reaction what people feel because of excessive pressure and different types of demand placed on them. This paper focuses on the phenomenon of Occupational stress and health hazards on employees among the industry, to suggest appropriate stress management strategies for saving employees from variety of health problems and it also helps to improve their efficiency and productivity.

KEYWORDS: Occupational Stress, Occupational health hazards, industry worker.

I. INTRODUCTION

Employee stress Managements is a broad term which encompasses education, facilitation and training in the impact that stress is having on an individual or group. The field of stress managements teaches and promotes skills to relieve the accumulated.

DEFINITION OF STRESS

Stress is defined as “a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs.”

Dr. Hans Selye, one of the leading authorities on the concept of stress, described stress as “the rate of all wear and tear caused by life.”

Stress can be positive or negative:

1. Stress is good when the situation offers an opportunity to a person to gain something. It acts as a motivator for peak performance.
2. Stress is negative when a person faces social, physical, organizational and emotional problems.
3. Factors that are responsible for causing stress are called stressors.

II. OBJECTIVES OF THE STUDY

1. To investigate the prevalent sources of occupational stress within the Agribusiness Sector in Tamil Nadu.
2. To analyze the specific stress patterns experienced by professionals working in the agribusiness industry in the region.
3. To explore the coping mechanisms employed by individuals in the agribusiness sector to manage occupational stress.
4. To examine the effectiveness of existing coping strategies and their impact on the well-being of agribusiness professionals.
5. To identify potential interventions or improvements to alleviate occupational stress in the agribusiness sector in Tamil Nadu.

III. LIMITATIONS OF THE STUDY

1. This study was conducted 120 employees of sugar and chemical industries.
2. Few employees and executives were not responded very much because of their busy of work schedule.
3. Rating behavior on an appraisal of employee is quite difficult



4. The research study is limited to Day shift employees only.

IV. STATEMENT OF THE PROBLEM

Occupational stress at Kothari Sugars and Chemicals Ltd Unit-I in Trichy significantly impacts employee well-being and organizational performance. The high demands of the sugar and chemicals industry, including tight deadlines, hazardous conditions, and stringent compliance requirements, contribute to elevated stress levels among employees. This stress can lead to decreased job satisfaction, reduced productivity, increased absenteeism, and higher turnover rates. This study aims to identify the primary sources of stress, such as workload, job control, management support, and work-life balance, and analyze their effects on employees' physical and mental health. By understanding these stressors and their impacts, the study seeks to recommend effective stress management strategies. These interventions could include stress management training, policy changes, better communication, and support systems. Addressing occupational stress is essential for improving employee well-being, enhancing productivity, and ensuring the long-term success of the organization.

V. REVIEW OF LITERATURE

Gaylene S. Armstrong (2017) The wealth of literature on stress in the correctional workplace focused on correctional officers, frequently ignoring treatment personnel employed in these same institutions. This study advanced the literature on correctional workplace stress by: (1) testing for differences in workplace stress between correctional officers and treatment personnel, (2) examining personal and environmental factors to determine whether distinct precursors to stress existed for these two groups, and (3) utilizing multiple measures of stress. Self-report survey data from 3,794 employees in ten adult prisons in a southwestern state demonstrated that both groups of employees reported moderately high levels of job stress and stress-related health concerns. 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.

Jian C. Lim (2017) Accurate prediction of stress-strain relationship of concrete is of vital importance to accurately predict the overall structural behavior of reinforced concrete members. The various types of concrete that are available in the construction industry today makes it essential that the models developed for the prediction of their behavior are of high versatility. Review of the existing literature revealed that existing stress-strain models for unconfined and confined concretes are limited in their application domains, defined by the parametric range of the experimental results considered in their development. The review also indicated that a unified model that is applicable to normal- and light-weight concretes is not yet available. The aim of the present study was to develop a unified confinement model that is applicable to various types of concrete, ranging from light-weight to high-strength.

Shahnaz Tabatabaei et al (2018) The aim of the Food was to study the general health, stress associated to the work and job satisfaction of the Hormozgan Food industry employees. The research was semi-experimental with the pre-test and post-test without control group. In order to improve mental health of employees, psychological trainings and motivational models were performed. Results showed that general health and job satisfaction of employees were higher than average ($\alpha = 0/01$) but their job stress was lower than average ($\alpha = 0/01$). After intervention, results revealed improvement of job stress. Therefore, such trainings and models suggested for improvement of employees stress.

Joseph J. Assaad (2018) Grinding aids (GAs) are increasingly used during Food production to reduce energy consumption and/or optimize clinker factor. This Food seeks to assess the effect of such additions on variations in flow of cement pastes, including static yield stress (τ_0) and viscosity (η). Grinding tests were performed at fixed specific energy consumption (E_c) or Blaine cement fineness. For fixed E_c , tests have showed that the



increase in cement fineness resulting from the addition of higher GA concentration leads to reduced flow and increased τ_0 and η values. Conversely, cement ground for fixed Blaine fineness exhibited an improvement in flowability together with reduction in τ_0 and η values.

Xueyu Pang et al (2019) An innovative apparatus has been developed in this study to cure and test well Food specimens under simulated down-hole conditions with high temperature and high pressure. The test apparatus can be used Food shrinkage in real time and measure fluid pressure tensile strength under in-situ conditions, i.e. without changing the temperature or releasing the pressure of the specimen. This Food describes the basic principles of this newly developed test method and detailed configuration of the test apparatus.

VI. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic.

RESEARCH DESIGN

The research design constitutes the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and describe and diagnostic research design. The research had adopted descriptive research design for the study.

SAMPLE DESIGN

A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the 120 Sample Kothari sugars and chemicals ltd at Trichy.

SAMPLING METHOD

Sampling method utilized was convenience sampling was adopted.

METHOD OF DATA COLLECTION

A descriptive research was undertaken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive research describes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.

SOURCES OF DATA

Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analysed and the finding has been drawn accordingly.

Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made.

TOOLS AND TECHNIQUES

- Simple percentage analysis
- Chi square analysis
- Correlation
- Anova



SIMPLE PERCENTAGE ANALYSIS

$$\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Total Respondents}} \times 100$$

CHI-SQUARE TEST

It is one of the simplest and widely used non parametric test in statistical work. The quantity chi-square describes the magnitude of the discrepancy between theory and observation.

Which is defined as?

$$\text{Chi - Square} = \frac{\sum (O_i - E_i)^2}{E_i}$$

O_i = Observed frequency

E_i = Expected frequency

In general the expected frequency for any can be calculated from the following equations

$$E = \frac{(RT \times CT)}{N}$$

E = Expected frequency,

CT = Column total,

RT = Row total,

N = Total number of observations

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.

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

ANOVA

Examination of change, or ANOVA, is a solid measurable method that is utilized to show contrast between at least two methods or parts through importance tests. It likewise shows us an approach to make numerous examinations of a few populace implies. The Anova test is performed by looking at two sorts of variety, the variety between the example implies, just as the variety inside every one of the examples. Beneath referenced recipe addresses one way Anova test measurements:

F = Anova Coefficient

MST = Mean sum of squares due to treatment

MSE = Mean sum of squares due to error



VILDATA ANALYSIS AND INTERPRETATION
DEMOGRAPHIC PROFILE OF RESPONDENTS - PERCENTAGE ANALYSIS

Descriptive Statistics	Particulars	No.of. respondents	Percentage
Gender	Male	82	68.3
	Female	38	31.6
	TOTAL	120	100.0
Age	Below 25 years	34	28.3
	25- 35 years	36	30
	36 - 45 years	26	21.7
	Above 45 years	24	20
	TOTAL	120	100.0
Educational qualification	HSC	46	38.3
	Graduates	41	34.2
	Post Graduate	12	10
	Professional Degree	10	8.3
	Others	11	9.2
	TOTAL	120	100.0
Monthly Income	Below 15000	54	45
	15000 – 20000	35	29.2
	20000 – 25000	13	10.8
	25000 – 30000	10	8.3
	Above 30000	8	6.7
	TOTAL	120	100.0
Working Experience	Up to 5 years	50	41.7
	5 years to 10 years	42	35
	10 years to 15 years	16	13.3
	Above 15 years	12	10
	TOTAL	120	100.0

Interpretation:

The majority of respondents are male, constituting 68.3% of the sample. The largest age group is years, comprising 28.3% of Below 25 years respondents. HSC form the largest group, representing 38.3% of respondents. The highest proportion of respondents falls into the income bracket of Below 15000, making up 45% of the sample. The largest Working Experience of Up to 5 years, comprising 41.7% of respondents.

CHI-SQUARE

The table depicts the analysis between the salary of the respondents and feel about the overtime payment provide.

NULL HYPOTHESIS

HO: There is no significance between the salary of the respondents and feel about the overtime payment provide.



ALTERNATIVE HYPOTHESIS

H1: There is significance between the salary of the respondents and feel about the overtime payment provide

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
SALARY OF THE RESPONDENTS * FEEL ABOUT THE OVERTIME PAYMENT PROVIDE	120	100.0%	0	.0%	120	100.0%

SALARY OF THE RESPONDENTS * FEEL ABOUT THE OVERTIME PAYMENT PROVIDE Cross tabulation

Count		FEEL ABOUT THE OVERTIME PAYMENT PROVIDE					Total
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
SALARY OF THE RESPONDENTS	Below Rs.15,000	40	14	0	0	0	54
	Rs.15,000 – Rs.20,000	0	35	0	0	0	35
	Rs.20,000 – Rs.25,000	0	0	13	0	0	13
	Rs.25,001 – Rs.30,000	0	0	9	1	0	10
	Above Rs.30,000	0	0	0	6	2	8
Total		40	49	22	7	2	120

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.874E2 ^a	16	.000
Likelihood Ratio	229.163	16	.000
Linear-by-Linear Association	102.430	1	.000
N of Valid Cases	120		

a. 18 cells (72.0%) have expected count less than 5. The minimum expected count is .13.



Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Gamma	1.000	.000	18.941	.000
Measure of Agreement	Kappa	.657	.051	12.153	.000
N of Valid Cases		120			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

RESULT

The calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between the salary of the respondents and feel about the overtime payment provide.

CORRELATION

The table shows that the relationship between educational qualification of the respondents and freedom is assured to do your job efficiently

Correlations

		EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	FREEDOM IS ASSURED TO DO YOUR JOB EFFICIENTLY
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Pearson Correlation	1	.935**
	Sig. (2-tailed)		.000
	N	120	120
FREEDOM IS ASSURED TO DO YOUR JOB EFFICIENTLY	Pearson Correlation	.935**	1
	Sig. (2-tailed)	.000	
	N	120	120



Correlations

		EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	FREEDOM IS ASSURED TO DO YOUR JOB EFFICIENTLY
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Pearson Correlation	1	.935**
	Sig. (2-tailed)		.000
	N	120	120
FREEDOM IS ASSURED TO DO YOUR JOB EFFICIENTLY	Pearson Correlation	.935**	1
	Sig. (2-tailed)	.000	
	N	120	120

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

NONPARAMETRIC CORRELATIONS

Correlations

			EDUCATIONA L QUALIFICATI ON OF THE RESPONDENT S	FREEDOM IS ASSURED TO DO YOUR JOB EFFICIENTLY
Kendall's tau_b	EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Correlation Coefficient	1.000	.839**
		Sig. (2-tailed)	.	.000
		N	120	120
	FREEDOM IS ASSURED TO DO YOUR JOB EFFICIENTLY	Correlation Coefficient	.839**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120
Spearman's rho	EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Correlation Coefficient	1.000	.874**
		Sig. (2-tailed)	.	.000
		N	120	120



FREEDOM IS ASSURED	Correlation Coefficient	.874**	1.000
TO DO YOUR JOB	Sig. (2-tailed)	.000	.
EFFICIENTLY	N	120	120

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

RESULT

This is a positive correlation. There are relationships between educational qualification of the respondents and freedom is assured to do your job efficiently.

ANOVA

NULL HYPOTHESIS H₀:

There is no significant relationship between age of the respondents and way to overcome stress.

ALTERNATIVE HYPOTHESIS H₁:

There is a significant relationship between age of the respondents and way to overcome stress.

Descriptive

AGE OF THE RESPONDENTS	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	Between-Component Variance
					Lower Bound	Upper Bound			
Meditation	29	1.00	.000	.000	1.00	1.00	1	1	
Training	28	1.82	.390	.074	1.67	1.97	1	2	
Refreshment	49	2.94	.689	.098	2.74	3.14	2	4	
Others	14	4.00	.000	.000	4.00	4.00	4	4	
Total	120	2.33	1.095	.100	2.14	2.53	1	4	
Model			.482	.044	2.25	2.42			
Fixed Effects				.632	.32	4.35			1.356
Random Effects									



Test of Homogeneity of Variances

AGE OF THE RESPONDENTS

Levene Statistic	df1	df2	Sig.
17.837	3	116	.000

ANOVA

AGE OF THE RESPONDENTS	Sum of Squares	df	Mean Square	F	Sig.
Between Groups (Combined)	115.743	3	38.581	166.227	.000
Linear Term	101.415	1	101.415	436.948	.000
Unweighted	115.200	1	115.200	496.342	.000
Weighted	.543	2	.271	1.169	.314
Deviation	26.923	116	.232		
Within Groups	142.667	119			
Total					

Robust Tests of Equality of Means^b

AGE OF THE RESPONDENTS

	Statistic ^a	df1	df2	Sig.
Welch
Brown-Forsythe

a. Asymptotically F distributed.

b. Robust tests of equality of means cannot be performed for AGE OF THE RESPONDENTS because at least one group has 0 variance.

POST HOC

Multiple Comparisons

Dependent Variable: AGE OF THE RESPONDENTS

(I) WAY TO OVERCOME STRESS	(J) WAY TO OVERCOME STRESS	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
LSD	Meditation Training	-.821*	.128	.000	-1.07	-.57
	Refreshment	-1.939*	.113	.000	-2.16	-1.72



		Others	-3.000*	.157	.000	-3.31	-2.69
	Training	Meditation	.821*	.128	.000	.57	1.07
		Refreshment	-1.117*	.114	.000	-1.34	-.89
		Others	-2.179*	.158	.000	-2.49	-1.87
	Refreshment	Meditation	1.939*	.113	.000	1.72	2.16
		Training	1.117*	.114	.000	.89	1.34
		Others	-1.061*	.146	.000	-1.35	-.77
	Others	Meditation	3.000*	.157	.000	2.69	3.31
		Training	2.179*	.158	.000	1.87	2.49
		Refreshment	1.061*	.146	.000	.77	1.35
Tamhane	Meditation	Training	-.821*	.074	.000	-1.03	-.61
		Refreshment	-1.939*	.098	.000	-2.21	-1.67
		Others	-3.000	.000	.	-3.00	-3.00
	Training	Meditation	.821*	.074	.000	.61	1.03
		Refreshment	-1.117*	.123	.000	-1.45	-.78
		Others	-2.179*	.074	.000	-2.39	-1.97
	Refreshment	Meditation	1.939*	.098	.000	1.67	2.21
		Training	1.117*	.123	.000	.78	1.45
		Others	-1.061*	.098	.000	-1.33	-.79
	Others	Meditation	3.000	.000	.	3.00	3.00
		Training	2.179*	.074	.000	1.97	2.39
		Refreshment	1.061*	.098	.000	.79	1.33
Dunnett T3	Meditation	Training	-.821*	.074	.000	-1.03	-.61
		Refreshment	-1.939*	.098	.000	-2.21	-1.67
		Others	-3.000	.000	.	-3.00	-3.00
	Training	Meditation	.821*	.074	.000	.61	1.03
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		Others	-1.061*	.098	.000	-1.33	-.79
	Others	Meditation	3.000	.000	.	3.00	3.00
		Training	2.179*	.074	.000	1.97	2.39
		Refreshment	1.061*	.098	.000	.79	1.33

*. The mean difference is significant at the 0.05 level.



Multiple Comparisons

Dependent Variable: AGE OF THE RESPONDENTS

(I) WAY TO OVERCOME STRESS (J) WAY TO OVERCOME STRESS			Mean Difference (I- J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
LSD	Meditation	Training	-.821*	.128	.000	-1.07	-.57
		Refreshment	-1.939*	.113	.000	-2.16	-1.72
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	Refreshment	Meditation	1.939*	.113	.000	1.72	2.16
		Training	1.117*	.114	.000	.89	1.34
		Others	-1.061*	.146	.000	-1.35	-.77
	Others	Meditation	3.000*	.157	.000	2.69	3.31
		Training	2.179*	.158	.000	1.87	2.49
		Refreshment	1.061*	.146	.000	.77	1.35
Tamhane	Meditation	Training	-.821*	.074	.000	-1.03	-.61
		Refreshment	-1.939*	.098	.000	-2.21	-1.67
		Others	-3.000	.000	.	-3.00	-3.00
	Training	Meditation	.821*	.074	.000	.61	1.03
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		Others	-1.061*	.098	.000	-1.33	-.79
	Others	Meditation	3.000	.000	.	3.00	3.00
		Training	2.179*	.074	.000	1.97	2.39
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Dunnett T3	Meditation	Training	-.821*	.074	.000	-1.03	-.61
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		Others	-3.000	.000	.	-3.00	-3.00
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		Others	-2.179*	.074	.000	-2.39	-1.97
	Refreshment	Meditation	1.939*	.098	.000	1.67	2.21



	Training	1.117*	.123	.000	.79	1.45
	Others	-1.061*	.098	.000	-1.33	-.79
Others	Meditation	3.000	.000	.	3.00	3.00
	Training	2.179*	.074	.000	1.97	2.39
	Refreshment	1.061*	.098	.000	.79	1.33

*. The mean difference is significant at the 0.05 level.

HOMOGENEOUS

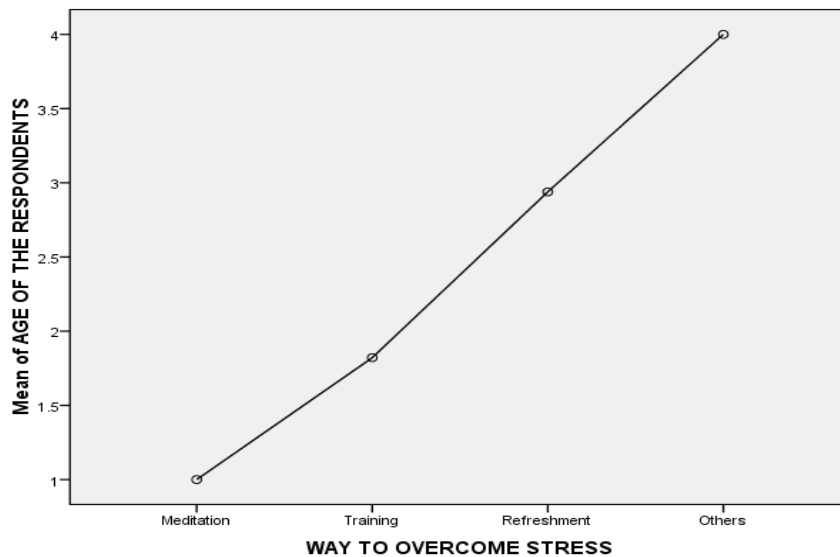
AGE OF THE RESPONDENTS

	WAY TO OVERCOME STRESS	N	Subset for alpha = 0.05			
			1	2	3	4
Student-Newman-Keuls ^a	Meditation	29	1.00			
	Training	28		1.82		
	Refreshment	49			2.94	
	Others	14				4.00
	Sig.		1.000	1.000	1.000	1.000
Tukey B ^a	Meditation	29	1.00			
	Training	28		1.82		
	Refreshment	49			2.94	
	Others	14				4.00

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 24.686.

MEANS





RESULT

From the above analysis, we find that calculated value of the F-value is a positive 436.948 value, so H1 accept. There is a significant relationship between age of the respondents and way to overcome stress.

VIII. FINDINGS SUGGESTIONS AND CONCLUSION FINDINGS

The majority of respondents, 30.0%, fall within the age group of 25-35 years. Most respondents, 55.0%, are married, and 61.7% have families with up to four members. In terms of educational qualification, 38.3% have completed HSC, and 45.0% have an income level below Rs. 15,000. Additionally, 41.7% of the respondents have up to five years of working experience. Regarding service provision, 34.2% of respondents expressed agreement, and 40.8% agree with overtime payment. A neutral stance was taken by 36.7% of respondents, while 39.2% find night shifts very inconvenient. A significant 39.2% strongly agree that work-related stress is a factor, and 30.8% agree that workload is a concern. Moreover, 24.2% agree about the working conditions in the organization, and 33.3% strongly agree with the rules and regulations. Job security is agreed upon by 36.7% of respondents, and 55.0% strongly agree on job efficiency. Neutral responses regarding family living conditions are given by 40.8% of respondents, who also agree that refreshment helps overcome stress. Furthermore, 43.3% agree that there is too much pressure to complete tasks, and 30.8% feel as though they don't want to get up in the morning, indicating always feeling stressed.

SUGGESTIONS

If the management creates positive images and provides counseling, it can reduce stress and increase confidence in the working environment. Setting realistic academic and personal priorities, and not overloading employees with unimportant tasks periodically, is crucial. Employees should not be forced to finish targets quickly and should be given extra time if needed. The company can support employees by providing personal and

educational loans. Organizing meditation and yoga programs can help avoid mental stress. There is a perceived lack of mutual understanding within employee groups; management should take steps to build team spirit. The organization could arrange cultural and festival celebrations to relieve stress and provide a freer working environment. Increasing salaries and providing timely safety measures are also important. Counseling can be a solution for reducing stress.

CONCLUSION

The employer should focus on the suggestions provided by the researcher to alleviate employees' physical and mental stress. Employees are experiencing both acute and chronic stress. Top-level authorities should address these stresses and take necessary steps to resolve them, thereby enhancing profitability and goodwill for the company. Counseling should be available to all employees, regardless of their level within the company.

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