



## **A study on employee stress management with special reference to manufacturing companies in Coimbatore**

**Gowrishankkar V**

Assistant Professor, Department of Management, Karpagam Academy of Higher Education, Coimbatore, Tamil Nadu, India

### **Abstract**

Stress is a dynamic condition, which an individual is confronted with an opportunity, constraint or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important. Stress is associated with constraints and demands. The former prevents you from doing what you desire, the latter refers to the loss of something desired. Stress has become significant due to dynamic social factor and the changing needs of lifestyle. Stress can make a person productive and constructive, when it is identified and well managed. The focus of this study is on the stress level of employees in Manufacturing Company. Study also identifies the coping strategies followed by the company. Study cover 120 employees from the lower level from work associate department, learners department and area leaders department.

**Keywords:** stress, dynamic, demand, productive and constructive

### **Introduction**

In today's world the degree of stress has increased owing to urbanization, globalization which in turn has resulted in cut-throat competition. To meet this competition, the employees are put under lot of pressure to work for the corporate success. Stress has become a part of day-to-day living of every individual. The college students may experience stress in meeting the academic demands, people on the job, business men may suffer stress to reach office on time and to complete the projects on time and even the house hold ladies may experience stress in managing the home affairs and to look for the maid servant. The reasons for the stress differ from person to person. The stress people experience should not be necessarily treated as harmful. An optimum amount of stress can always act as an energizer or motivator and propel people to apply the efforts and complete the work. But a high level of stress can be serious threat to the personality trails of the individual and can cause physiological and social problems. Stress is the "wear and tear" our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings.

Stress in individual is defined as any interference that disturbs a persons' healthy mental and physical well being. It occurs when the body is required to perform beyond its normal range of capabilities.

Stress is the way that you react physically, mentally and emotionally to various conditions, changes and demands in your life. High levels of stress can affect your physical and mental well being and performance.

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### **Stress management**

Refers to the wide spectrum of techniques and psychotherapies aimed at controlling a person's levels of stress, especially chronic stress, usually for the purpose of improving everyday functioning.

Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being. Despite stress often being thought of as a subjective experience, levels of stress are readily measurable, using various physiological tests, similar to those used in polygraphs.

Many practical stress management techniques are available, some for use by health a professionals and others, for self-help, which may help an individual reduce their levels of stress, provide positive feelings of control over one's life and promote general well-being.

Evaluating the effectiveness of various stress management techniques can be difficult, as limited research currently exists. Consequently, the amount and quality of evidence for the various techniques varies widely. Some are accepted as effective treatments for use in psychotherapy, whilst others with less evidence favoring them are considered alternative therapies. Many professional organizations exist to promote and provide training in conventional or alternative therapies.

#### **Stress at work**

Change in working practices, such as the introduction of new technology or the alternation of new technology or the alternative of targets, my cause stress, or stress may be built into an organizations' structure. Organizational stress can be measured by absenteeism and quality of work

Stress affects organisation as well as the individual working

within. An organization with a high level of absenteeism, rapid staff turnover, deteriorating industrial and customer relations, a worsening safety record, or poor quality control is suffering from organizational stress.

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Reasons for Stress.

### **Stress changes gene expression**

The chemicals your body produces when you are under stress turn on or off of genes that change everything from how much fat you store, to how well your immune system works, to how fast you age, to whether or not you will develop cancer.

Early life events determine your set point for stress:

Research shows that even very early childhood events "set" your CRH, or corticotrophin releasing hormone, at a high or low level. CRH is like the foot on the gas turning on your adrenals, and therefore your stress levels.

Stress causes brain damage: High levels of stress hormones damage critical parts of the brain, such as the hippocampus, the area responsible for memory. One reason people experience "adrenal burnout" after long term chronic stress, is because the brain, in order to save itself, turns off the adrenals.

### **Stress shuts down the immune system and increases inflammation**

From slowing wound healing, to diminishing the protective effects of vaccines, to increasing your susceptibility to infections, stress is the ultimate immune-modulator. Stress can also reactivate latent infections — people who get cold sores know this from experience.

### **Chronic stress damages the energy powerhouses of your body, your mitochondria**

These energy factories produce ATP, the currency through which all cells and organs in your body do their work. The good news is this damage is reversible over time, as stress goes away.

### **Stress reduces your ability to metabolize and detoxify**

Studies have shown that the activity of hundreds of genes responsible for enzymes that break down fats and detoxify prescription drugs, are negatively impacted by stress. Stress can also increase your toxin burden by increasing your desire for high fat, high sugar foods.

### **Stress messes with your sex hormones**

Stress increases the amount of something called sex hormone binding globulin, the school bus that ferries testosterone and estrogen around your body, meaning fewer of these hormones are available to your cells. Chronic stress also increases the production of cortisol, leading to something called "cortisol steal," where fewer sex hormones are produced.

### **Stress is bad for your bones and muscles**

There is evidence that higher stress levels are associated with lower bone mineral density, and many studies show that people under chronic stress experience more physical pain.

## **How to Overcome the Stress**

### **One thing at a time**

This is the simplest and best way to start reducing your stress, and you can start today. Right now. Focus as much as possible on doing one thing at a time. Clear your desk of distractions. Pick something to work on. Need to write a report? Do only that. Remove distractions such as phones and email notifications while you're working on that report. If you're going to do email, do only that. This takes practice, and you'll get urges to do other things. Just keep practicing and you'll get better at it.

### **Simplify your schedule**

A hectic schedule is a major cause of high stress. Simplify by reducing the number of commitments in your life to just the essential ones. Learn to say no to the rest — and slowly get out of commitments that aren't beneficial to you. Schedule only a few important things each day, and put space between them. Get out of meetings when they aren't absolutely essential. Leave room for down time and fun.

Get moving:

Do something each day to be active — walk, hike, play a sport, go for a run, hit the gym. It doesn't have to be grueling to reduce stress. Just move. Have fun doing it.

### **Develop one healthy habit this month**

Other than getting active, improving your health overall will help with the stress. But do it one habit at a time. Eat fruits and veggies for snacks. Floss every day. Quit smoking. Cook something healthy for dinner. Drink water instead of soda. One habit at a time.

Do something calming:

What do you enjoy that calms you down? For many people, it can be the "get moving" activity discussed above. But it could also be taking a nap, or a bath, or reading, or having sex (which can also be considered a "get moving" activity if you do it for longer than minutes). Other people are calmed by housework or yard work. Some people like to meditate, or

take a nature walk. Find your calming activity and try to do it each day.

### **Simplify your finances**

Finances can be a drain on your energy and a major source of stress in your life. If that's true with you, figure out ways to simplify things. Automate savings and bill payments and debt payments. Spend less by shopping less. Find ways to have fun that don't involve spending money.

Have some fun!

Have fun each day, even if it's just for a few minutes. Is there something simple you like to do for fun, but you don't do it because you are always too busy? Maybe you like to shoot some hoops or take a walk and watch the sun go down. If you have kids, take some time to play with them. Find something to do every day that has nothing to do with work and any other responsibly, and take some time to enjoy yourself.

### **Get creative**

Throwing yourself into a creative activity is another great way to reduce stress. I like writing, but others like to paint or play music or sketch or make pottery or do interior design or build things.

### **Declutter**

This is a favorite of mine. I like to take 20-30 minutes and just go through a room, getting rid of stuff we don't use or need anymore. I look around at anything that's cluttering up a room, and get rid of it or find a better place for it. When I'm done, I have a nice, peaceful environment for work, play, and living. Do this a little at a time — it can be one of your "fun activities".

Be early: I will admit that it's hard to be early when you have to get 6 kids ready (seriously — try it!). But being late can be very stressful. Try to leave earlier by getting ready earlier, or by scheduling more space between events. Things always take longer than normal, so schedule some buffer time:

### **Strategies for Overcome Stress**

**Boost your activity:** Walking, swimming, bicycling and other types of exercise reduce the impact of stress. A brisk walk of 15 to 20 minutes a day could have quite a positive influence. Check out the TuDiabetes fitness forum for ideas.

### **Make a friend**

Studies show that people who have good support and love in their lives—or who even own a pet—are more resistant to the damage of stress. It's easier to keep life in perspective when you feel connected to a loving family or a community and have someone to confide in. If you feel more isolated than you would like, think about taking the risk to make a friend. Try inviting a neighbor over for coffee, ask a workmate to lunch, join a club or reach out to a loved one.

Take a break every day:

Setting aside time to relax may have a positive impact on your blood glucose levels. Structured relaxation exercises, such as meditation, biofeedback, selfhypnosis and progressive muscle relaxation, can promote beneficial physical and mental changes. Note that watching TV or reading this post is not structured relaxation.

### **Challenge the way you think about stress**

You can't avoid stress (diabetes stress or otherwise), but you can choose not to feel distressed. It takes some effort to change your usual way of coping with stress. The best approach is to carefully examine and then challenge your typical response to stressful events.

Potential sources of stress:

There are three categories of potential stressors:

- Environmental factor
- Organizational factor
- Individual factors

### **Environmental factors**

Just as environmental uncertainty influences the design of an organization. Changes in business cycle create economic uncertainties.

### **Political uncertainties**

If the political system in a country is implemented in an orderly manner, there would not be any type of stress.

### **Technological uncertainties**

New innovations can make an employee's skills and experiences obsolete in a very short period of time. Technological uncertainty therefore is a third type of environmental factor that can cause stress. Computers, robotics, automation and other forms of technological innovations are threat to many people and cause them stress.

### **Organization factors**

There are no storages of factors within the organization that can cause stress; pressures to avoid error or complete tasks in a limited time period. Task demands are factors related to a person's job. They include the design of the individual's job working conditions, and the physical work layout.

Organizational structure defines the level of differentiation in the organization, the degree of rules and regulations, and where decisions are made. Excessive rules and lack of participation in decision that affect an employee are examples of structural variables that might be potential sources of stress. Organizational leadership represents the managerial style of the organizations senior executive. Some executive officers create a culture characterized by tension, fear, and anxiety. They establish unrealistic pressures to perform in the short-run impose excessively tight controls and routinely fire employees who don't measure up. This creates a fear in their hearts, which lead to stress.

Organizations go through a cycle. They are established; they grow, become mature, and eventually decline. An organization's life stage - i.e. Where it is in four stage cycle-creates different problems and pressures for employees. The establishment and decline stage are particularly stressful.

### **Objectives of the Study**

Primary objective:

- To study the employee's stress management in Future tech engineers Coimbatore

Secondary Objectives:

- To find out the reasons for stress
- To find out the outcome of stress.

- To study about the strategies to be adopted by the company to reduce or overcome the stress of workers.
- To offer suggestions to reduce the stress level of employees.

**Scope of the Study**

Stress has become significant due to dynamic social factor and the changing needs of lifestyle. Stress can make a person productive and constructive, when it is identified and well managed. The focus of this study is on the stress level of employees in Manufacturing Company. Study also identifies the copying strategies followed by the company. Study cover 120 employees from the lower level from work associate department, learners department and area leaders department.

**Limitations of the Study**

- Due to personal inconvenience the employees working in night shifts could not be met for data collection.
- Respondents were relevant and suspicious in responding to the questions.
- Accuracy is also another problem the sample may not reveal the fact.
- The respondents were not ready to spend time in answering.
- The sample organization being a private concern, the workers are not free in answering the questions.
- The statistical tools chosen have their own limitation.

**Research Methodology**

The word “method” simply means the mode a way of accomplishing an end. The modern world is very fond of scientific inventions and wants to have scientific outlook of everything. Any specific approach should have a method or an outline to be followed to attain specific goals. So the researcher has to decide about the research design, data collection method and sampling plan.

**Research Design**

Descriptive research design is a scientific method which involves observing and describing the behaviour of a subject without influencing it in any way.

This study is a descriptive study as it describes the various factors causing stress to employees in Future tech engineers and management of stress followed by the company.

**Population**

Population of the study included the lower level employees of Future tech engineers. So from that total population is 300.

**Sample Size**

120 employees was selected to collect the data

**Sampling Method**

Sampling design is probability sampling method. Sample consists of 120 employees. Sample respondents were selected using simple random sampling technique.

**Simple Random Sampling**

Simple random sampling is a subset of individuals as a sample chosen from a larger set of population. Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process.

**Source of Data**

The present study used both primary as well as secondary data.

**Primary Data**

The first hand information, which was collected by the researcher or the assistant is called primary data. In this study the primary data was collected through structured questionnaire.

**Secondary Data**

Besides the primary data, the secondary data was also collected for the study. Websites, books are referred for this purpose from the library to facilitate proper understanding of the study.

**Data Collection**

Questionnaire was employed to collect the primary data from 120 selected sample respondents in Future tech engineers”.

**Tools Used For the Study**

The following are the tools used for the study

1. Percentage analysis
2. Chi- square analysis

**Table 1:** Data Analysis and Interpretation

Variables	Category	Frequency	Percentage
Age	Below 25 years	35	29
	25-35 years	25	21
	35-45 years	31	26
	Above 45 years	29	24
Gender	Male	85	71
	Female	35	29
Marital status	Married	68	52
	Unmarried	52	48
Education level	Up to School Level	7	5
	UG/Diploma	53	44
	PG	18	15
	Professional	21	18
	Others	21	18

Department	HR	18	15
	Finance	25	21
	Marketing	20	17
	Production	43	36
	Others	14	11
Experience	Below 2 years	33	27
	2-5 years	42	35
	6-10 years	19	16
	Above 10 years	26	22
Reason For Stress	Over work load	17	14
	Lack of employee communication	31	26
	Lack of leave	25	21
	Over time	18	15
	Lack of coordination	4	4
	Interpersonal relationship	8	7
	Promotional opportunities	12	10
Kind of Stress	Others	5	4
	Physical	12	10
	Mental	47	39
	Both	61	51
Level of Stress	Very high	30	25
	High	39	32
	Neutral	18	15
	Low	20	17
	Very Low	13	11
Type of program company provide to cope up with stress	Employee counseling	11	9
	Training development	18	15
	Relaxation program	37	31
	Health club	35	29
	Relaxation activities	19	16
Strategies adopted by the company to reduce stress	Exercise	23	19
	Meditation	19	16
	Listening music	18	15
	Taking a walk	30	25
	Spend time with child	30	25

### Suggestions

- The company has to take necessary steps to reduce stress
- Conduct regular survey in the organization
- Improve the communication channel between the top management and lower 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 counselling etc.
- The management tries to cope up new technological advancement for overcome the stress among the employees
- The organization reduces providing target level based oriented work to the employees.
- The management should try to give proper Training & development program to reduce stress
- They try to create a healthy compensation plans to the employees avoiding stress.
- They conduct many relaxation programs like outbound training; get together, meditation class etc...
- The management may allow the employees to give their suggestion/ ideas & ideas.

### Conclusion

The result and findings of the study clearly exemplifies the fact that an in depth research has been conducted and all the objectives set for the research work has been fully accomplished. The success of any company will largely depend upon the workers and their satisfaction in the work they do. This study reveals certain factors, which leads to create stress for the employees while done their job in the organization. It is important that the employers should satisfy the workers basic needs and try to avoid stressful situations to the employees and make they feel work in happy infrastructure. At the same time the company can take effective action to satisfy them, which will increase their Performance as well as reduce stress to the workers.

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