

A STUDY ON STRESS MANAGEMENT AMONG EMPLOYEE TOWARDS SALEM CO-OPERATIVE SUGAR MILL AT MOHANUR

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Abstract—*The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders. Stress refers to individual's reaction to a disturbing factor in the environment. It is an adaptive response to certain external factor or situation or what can be called environmental stimuli as reflected in an opportunity, constraint, or demand the outcome of which is uncertain but important. The main purpose of stress management is to manage and reduce the stress through suitable coping up techniques. This study would management as well as the employees to identify the factors causing stress and coping strategies to be followed. Stress management refers to the wide spectrum of techniques and psychotherapies aimed at controlling Stress management refers to the usage of various techniques to control a person's stress level, especially chronic stress, to enhance smooth functioning of the person. Stress causes numerous physical and mental symptoms based on each individual's situation in life. These include physical health decline, depression etc., Stress management is one of the keys to a happy and successful life in modern society.*

INTRODUCTION

The common expression for stress is “tension” one is said to tense, when there is some anxiety, some fear whether it describes the thing may happen, whether something may go wrong, etc. It is a state of discomfort feel the mind and experienced by the body, when there is tension, the body may become weak.

REVIEW OF LITERATURE

Ferreira-Ceccato et al. (2010) Stress levels in Organizations and their Impact on Employees' Behaviour. They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self distance 3) Role stagnation

Satija S. & Khan W. (2011) in their research work titled —Emotional Intelligence as Predictor of Stress among Working Professionals. According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively affect on employee's work attitudes & behavior. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress. Work-Related Depression among Hotel Employeesl have conducted a study on the depression of work among hotel employees in Central Florida. They have found that, incidence of depression among workers in the hospitality industry by evaluating the relationship between the occupational stress and work characteristics.

Forbes Marshall, (2012) Production of sugar from sugar cane route has been an age old practice and the technology has been fairly stabilized in India for quite some time. In the present context, where the prices of sugar cane, sugar produced and molasses are fixed by the government authorities, the only methods for generating profits for sugar mills are by way of reducing manufacturing costs where steam and fuel economy plays a vital role. Plant automation packages are available now a days which provide savings in bagasse or steam or electricity and also improve the sugar quality.

Goto et al. 2013 stress on worker health and well-being have been described in numerous reports (e.g. report on occupational stress among aircraft maintenance personnel in Hongkong) for a wide range of work groups. Work factors such as work overload (and underload), deadline pressures, role stressors, underutilization of abilities, and physical discomfort have been identified and associated with increased stress symptoms. Work routines such as shift work and machine-pacing have also emerged as risk factors. Health complaints associated with such stressors have included acute reactions (e.g., headaches, stomach distress, muscle/joint complaints, and negative mood states) as well as more chronic health outcomes such as coronary heart disease and mental ill health.

STATEMENT OF THE PROBLEM

Human resources of an organization is very important. The company wants to increase its productivity. The concern takes several methods to increase its productivity. One among the major reasons is to decrease in productivity, employees' absenteeism, employees' high level of turnover, conflict among the employees and lack of efficiency among the employees in business concern is stress. The study is to be conducted to identify the stress among the employees, the factors which causing stress, solution to control the stress, working condition of the employees, psychological problems of the employees and counselling services provided by the company.

OBJECTIVES OF THE STUDY

Primary objectives:

- To undergo an in depth study about the occupational stress among the employees of Salem cooperative Sugar mill Pvt, Ltd, Mohanur.

Secondary objectives:

- 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 give suitable suggestion to reduce the stress.

SCOPE OF THE STUDY

- The scope of the study is to analyse the stress among the employees
- The study was conducted for a period of three months, covering various departments in Salem cooperative Sugar mill.
- The primary data was collected through questionnaire and secondary data from company records and magazines.

LIMATATION OF THE STUDY

- The study restricts itself within Mohanur.
- The study assumes that the information was given by the employees without any bias.
- The study is done based on the opinions of the sample taken at random, the size of which is 120.
- The researcher found it difficult to collect the questionnaire, since some of the respondents did not give proper response in the sales point.
- The employees did not respond properly during peak hours.

RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem; It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study was conducted at Salem cooperative Sugar mill in Mohanur.

RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

METHOD OF COLLECTION

The study basically uses primary and secondary data. Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc. Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research. Secondary data provides economy in time and cost. It is easily available and unbiased. Secondary data may either be published data or unpublished data. For this study secondary data were collected from the annual reports of the company and from the company website. The study depends mainly on the primary data and secondary data namely the text books, journals, news Textiles, magazines and internet.

SAMPLING

SAMPLE DESIGN

Convenience sampling techniques were used for the study.

SAMPLE SIZE

The study based only on the opinion and expectation of consumer. Total number of sample taken for the study is 120 respondents. The study is done based on the opinions of the sample taken at random, the size of which is 120.

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire customers of Salem cooperative Sugar mill in Mohanur.

SAMPLING METHOD

Sampling unit is in Salem cooperative Sugar mill in Mohanur.

SAMPLING TECHNIQUE

The sampling technique used in this study is “convenience sampling” when the population element for inclusion in the sample is based on the ease of access. It can be called as convenience sampling.

STATISTICAL TOOLS USED

The commonly used statistical tools for analysis of collected data are:

1. Percentage analysis
2. Chi Square.
3. Correlation

FINDINGS

1. It is Majority 47.5% of the respondents are age group between 31-40 years.
2. It is Majority 61.7% of the respondents are Male category.
3. It is Majority 40.0% of the respondents are UG qualification.
4. It is Majority 77.5% of the respondents are married person.
5. It is Majority 38.3% of the respondents are below 3 years' Experience.
6. It is Majority 40.8% of the respondents are Monthly earn between Rs. 5,001-10,000.
7. It is Majority 56.7% of the respondents are 4-6 Person in their family.
8. It is Majority 31.7% of the respondents are Satisfied the present job.
9. It is Majority 33.3% of the respondents are Normal mistake of our attitude level.
10. It is Majority 29.2% of the respondents are Always receive respect from colleagues.
11. It is Majority 85.8% of the respondents are casually communicate the Colleagues.

12. It is Majority 52.5% of the respondents are Always satisfied with our co-workers relationship.
13. It is Majority 80.8% of the respondents are Agree that interpersonal conflict leads to stress.
14. It is Majority 85.8% of the respondents are Organization give proper training to manage the stress.
15. It is Majority 34.2% of the respondents are Working hours is Excellent.
16. It is Majority 29.2% of the respondents are Grievances handling is Good.
17. It is Majority 26.7% of the respondents are Excellent working condition.
18. It is Majority 35.8% of the respondents are Sometimes provide full freedom to express our suggestion.
19. It is Majority 60.8% of the respondents are Both (Performance, Seniority) promotion provide by company.
20. It is Majority 31.7% of the respondents are Sometimes support the colleagues.
21. It is Majority 25.8% of the respondents are responsibility from well perform.
22. It is Majority 25.8% of the respondents are Sometimes recognition from supervisor.

SUGGESTIONS

- If the management creating positive images and give counselling, it reduce 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..
- They may organize meditation and yoga programmes to avoid mental stress of the employees.
- Most of the respondents felt that there does not exist mutual understanding within the employees groups. In this regard management shall take necessary steps for building a team spirit among their employees groups.
- The organization may arrange for cultural and festival celebration for the employees which relives the employees stress and provide a free hand working environment within the industrial region.
- Salary has to be increased the safety measure should be implemented on time required.
- Counselling solution for reducing stress.

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. 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. Counselling can be given to all employee at whatever level they are in the company.

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