

## **A STUDY ON STRESS MANAGEMENT TOWARDS AKR INDUSTRY WITH REFERENCE TO TRICHY**

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**Abstract**—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. 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. So it becomes necessary for every organization to know about the level of stress among the employees and its consequences so that the company can overcome it.

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### **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.

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the purpose of and for the motive of improving everyday functioning. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors.

### **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. So it becomes necessary for every organization to know about the level of stress among the employees and its consequences so that the company can overcome it.

### **OBJECTIVES OF THE STUDY**

**Primary objectives:** A Study on stress management towards AKR Industries at Trichy

**Secondary objectives:**

1. To know the level of stress existing among employees.
2. To identify the factors causing stress among employees.
3. To understand the consequences of stress on job performance.
4. To understand the impact of stress on physiological and psychological aspects of employees.
5. To give suitable suggestions to overcome stress.

## **SCOPE OF THE STUDY**

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

## **LIMATATION OF THE STUDY**

- This study was conducted 120 employees of Paper cup industries.
- Few employees and executives were not responded very much because of their busy of work schedule.
- Rating behavior on an appraisal of employee is quite difficult
- The research study is limited to Day shift employees only.

## **RESEARCH METHODOLOGY**

### **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**

#### **DATA SOURCES**

- Primary data
- Secondary data

**PRIMARY DATA:** Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc

#### **SECONDARY DATA**

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, newspapers, magazines and internet.

### **SAMPLING**

#### **POPULATION**

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire customers of AKR Industries at Trichy.

#### **Sample Size**

The study based only on the opinion and expectation of employees. 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.

#### **SAMPLING UNIT:**

Sampling unit is in AKR Industries at Trichy.

#### **Sample design:**

Simple random techniques were used for the study.

**STATISTICAL TOOLS USED**

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

**DATA ANALYSIS AND INTERPRETATION**

**CHI-SQUARE ANALYSIS**

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

<b>SALARY OF THE RESPONDENTS * FEEL ABOUT THE OVERTIME PAYMENT PROVIDE</b>							
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

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

<b>Chi-Square Tests</b>			
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Pearson Chi-Square	2.874E2 <sup>a</sup>	16	.000
Likelihood Ratio	229.163	16	.000
Linear-by-Linear Association	102.430	1	.000
a. 18 cells (72.0%) have expected count less than 5. The minimum expected count is .13.			

<b>Symmetric Measures</b>					
		Value	Asymp. Std. Error <sup>a</sup>	Approx. T <sup>b</sup>	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
**. Correlation is significant at the 0.01 level (2-tailed).			

**NONPARAMETRIC CORRELATIONS**

Correlations				
			EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	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 TO DO YOUR JOB EFFICIENTLY	Correlation Coefficient	.874**	1.000
		Sig. (2-tailed)	.000	.
		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 H<sub>0</sub>:**

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

**ALTERNATIVE HYPOTHESIS H<sub>1</sub>:**

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

<b>Descriptive</b>										
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	Fixed Effects			.482	.044	2.25	2.42			
	Random Effects				.632	.32	4.35			1.356

<b>Test of Homogeneity of Variances</b>			
AGE OF THE RESPONDENTS			
Levene Statistic	df1	df2	Sig.
17.837	3	116	.000

<b>ANOVA</b>							
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	Unweighted	101.415	1	101.415	436.948	.000
		Weighted	115.200	1	115.200	496.342	.000
		Deviation	.543	2	.271	1.169	.314
Within Groups			26.923	116	.232		
Total			142.667	119			

<b>Robust Tests of Equality of Means<sup>b</sup></b>				
AGE OF THE RESPONDENTS				
	Statistic <sup>a</sup>	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		Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval		
(J) WAY TO OVERCOME STRESS					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



Dunnnett 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
		Refreshment	-1.117*	.123	.000	-1.45	-.79
		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 <sup>a</sup>	Meditation	29	1.00			
	Training	28		1.82		
	Refreshment	49			2.94	
	Others	14				4.00
	Sig.			1.000	1.000	1.000
Tukey B <sup>a</sup>	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.

## **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.

## **FINDINGS**

1. Majority 30.0% of the respondents come under the age group of 25-35 years.
2. Majority 55.0% of the respondents are marital status is married.
3. Majority 61.7% of the respondents have up to 4 member of family.
4. Majority 38.3% of the respondents are qualification of HSC.
5. Majority 45.0% of the respondents are in the income level of below rs. 15,000.
6. Majority 41.7% of the respondents have working experience for up to 5 years.
7. Majority 34.2% of the respondents are service provided is agree.
8. Majority 40.8% of the respondents feel overtime payment by agree.
9. Majority 36.7% of the respondents said that neutral.
10. Majority 39.2% of the respondents are night shifts very inconvenient for neutral.
11. Majority 39.2% of the respondents stress in work leads to strongly agree.
12. Majority 30.8% of the respondents work load to agree.
13. Majority of the respondents 24.2% of the respondents lead to agree about working condition in organization.
14. Majority 33.3% of the respondents' rules regulation with strongly agrees.
15. Majority 36.7% of the respondents are feeling job security for agree.
16. Majority 55.0% of the respondents are strongly agreed in job efficiency.
17. Majority 40.8% of the respondents are living of your family is neutral.
18. Majority 40.8% of the respondents are refreshment in overcome from your stress.
19. Majority 43.3% of the respondents are opinion for too much pressure to complete the task and agree.
20. Majority 30.8% of the respondents are feeling as though you don't want to get up in the morning and always.

## **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 relieves the employees stress and provide a free hand working environment within the industrial region.
- Salary has to be increased and the safety measure may be provided on time required.
- Counselling may be 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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## **JOURNALS**

- Amodio (1999) from his study of 181 samples found 80% suffered from stress.
- Beech H.R.Burns L.E (2000) has noted four basis approaches to stress measurement.
- Booth, Allene B (2001) interviewed 25 employees of a company to identify factors which lead to employees stress.
- Coxtom (2001) have reported the results of a study comparing of employees with 100 semiprofessionals matched for sex age and marital status.
- Clark (2002) found in study conducted on 381 employees.
- Dhanam (2010) has reported the results of his investigation of company's employee's stress.

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