

**A STUDY ON IMPACT OF JOB STRESS AMONG EMPLOYEES IN
SAGO INDUSTRY, SALEM**

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ABSTRACT

The article entitled “A Study on Impact of Job Stress Among Employees in Sago Industry, Salem” is to study the various factors that are concerned with the attitude of the employees. The study focused on analyzing employees stress level in the organization. The analysis is based on the primary data, through the survey method. For the study has been taken a sample size of 110 respondents at convenience sampling method of total population. This study gives employees’ opinion about our job satisfaction, attitude, stress, working environment, nature of work, recreational activities, training program. The study has used simple percentage analysis, and weighted average. The study has given suggestions to improve the recreational activities.

Keywords: Behavioural Training, Job Satisfaction, Job Stress, Sago Industry, Working Conditions.

1. INTRODUCTION

Stress is the “wear and “tear of bodies experience as one adjusts the continually changing environment; it has physical and emotional effects and can create positive (or) negative feelings. As a positive influence, stress can help compel to action, it can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of disturb, rejection, anger and depression, which in turn can lead to health problems such as headaches, upset stomach, vashes, ulcers, high blood pressure, heart disease and stroke with death of a loved one, the birth of a child, a job promotion (or) a new relationship one experience stress.

2. REVIEW OF LITERATURE

Iroka, luke A (2011) investigated how the absence of certain conditions can cause stress on library staff. The method adopted was to describe how stress can affect staff in the university of Nigeria library system. A random sampling method was used to survey staff opinion on the issue of stress as it affects their job performance in the offices. In all, 120 copies of a questionnaire were

distributed and 76 were returned completed. In their responses, staff agreed that they face one kind of stress or another daily and this has affected their performances. Library management should plan for and deal with those things that give employees stress. Some recommendations are suggested on how to reduce staff stress. This is a study that challenges library management to see to the welfare of its staff that lives in an environment full of stress.

Fiehn, Barbara (2010) said that living in a world of rapid change and increase use of technologies can lead to an increase in personal levels of stress. Each person needs to find their own stress management systems.

Knibbe-Haanstra, Marcella (2008) explained job stresses related to reference librarianship. It notes that the public understanding of librarianship is of undemanding and stress-free occupation that fails to mesh with the reality of maintaining proficiency with technological developments, information sources and customer services. Particular focus is given to the demands placed on librarians resulting from emerging technologies and user expectations. Stress management options including a collegial support system, support from library administration, and personal time management are also discussed.

3. NEED FOR THE STUDY:

This study is to know about the impact of stress and to know the causes and how the organization is affected by stress. This factors will help in overcoming stress has to be studied. Job stress is the problem, which affect the employees health, mental and capabilities. The results of stress are harmful to employees, family, society and organization. The present study was to determine the effect of interpersonal sensitivity on several treatment indicators, including response to a group-based psychosocial intervention. Stress management has become important issues in the modern workplace. Most of the employees and workers report themselves to be chronically angry, which has been linked to negative outcomes such as retaliatory behaviour, revenge, interpersonal aggression, poor work performance, absenteeism, and increased turnover. We hypothesized that people who work in office environments decorated with aesthetically engaging art posters would experience less stress and anger in response to task-related frustration.

4. OBJECTIVE OF THE STUDY

- To study about job stress among employees who are working in Sago Industry, Salem.
- To know and analysis the causes and impact of job stress among employees.

- To study the importance and stress's technique.
- To describe the steps involved in effective counselling.
- To suggest reduce measure to overcome the stress among employees.

5. SCOPE OF THE STUDY

- It unique variance of affective wellbeing and mainly enthusiasm, vigor and placidity explain unique variance of performance of employees.
- Stress –management strategies and seek to extend the wellbeing of the supervisor relationship with their subordinates.
- This study explores the application of positive psychology to enhance the wellbeing of employees, who often work in inherently difficult in their working environment.
- It develops effective prevention and suitable programs to understand of factors associated with employee's stress.
- This study captures the relationship between organizational role stress and life satisfaction levels among employees who are involved in intense organizational work.

6. LIMITATION OF THE STUDY

- The present study is limited to many aspects. Providing information about “stress management” is the outcome of various variables. It is not possible to take into consideration each and every aspect / criterion in this study.
- The study is limited to a small sample size.
- Some of the information given by the respondents may not be reliable
- I may not able to collect the information from all the employees of organization because of busy schedule of employees.
- The study is confined only to the employees of Sago Industry, Salem. Therefore, the results and conclusion of study may not be applicable to other industry.
- The question that are asked being personal, some of the employees hesitated to answer it.

7. RESEARCH METHODOLOGY:

Research methodology is the process of systematic investigation of any management problem is deal with research design, data collection method, sampling plan, statistical tools. Research comprises defining and problems, formulating hypothesis or suggesting solution, collecting,

organizing and evaluating data at careful testing the conclusion determine whether they fit the formulated hypothesis.

7.1 Research Design:

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose. It constitutes the blue print for the collection, measurement and analysis of data. Research designs are concerned with turning the research question into a testing project. The best design depends on your research questions. Every design has its positive and negative sides.

7.2 Descriptive research:

Descriptive research also known as statistical research, describes data and characteristics about the population or phenomenon being studied. Descriptive research answers the questions who, what, where, when and how.

7.3 Sources of data:

7.3.1 Primary data:

The primary data was collected from the respondents by administering a structured, questionnaire and also through observations, interviews and discussion with management teams.

7.3.2 Secondary data:

A part from primary data the secondary data is being collected through text books, records, journals, academic reports and interest used for this study.

7.4 Sample population:

There are totally 200 employees working in Sago Industry, Salem.

7.5 Sample size:

Out of the total population, the sample taken among 110 employees.

7.6 Sample area:

The research was conducted at Sago Industry, Salem.

7.7 Sample method:

The research was made by the survey in accordance to the convenience of the employees. So the sample type is convenience sampling

7.8 Tools used for Research

- Percentage Analysis

- Weighted Average Score Ranking Method

8. FINDINGS:

- 60% of respondents are satisfied about their present job.
- 53% of respondents are agreeing that the modern life is full of stress.
- 41% of respondents are occasionally feeling stress at their work.
- 44% of respondents are rarely spending time their family.
- 45% of respondents agree that the stress effect employee health.
- 51% of respondents are agreeing that the stress affects their morale.
- 45% of respondents agree that that the stress effect employee health.
- 45% of respondents are satisfied that their relationship between management & employee.
- About 60% are planning their work every day.
- About 58% of respondents are utilizing extent at preplanned work.
- 57% of respondents are to control their emotions.
- About 46% of respondents are feel to overloading work leads to incomplete the work.
- 50% employees are rigid about the starting and ending time.
- 53% of employees are agree to sufficient in our break time.
- 49% of employees are agree that physical working conditions is affect our work.
- About 40% of respondents are agree to the unfriendly attitude with co-workers to create the stress.
- 45% of respondents are agree to getting enough authority to do job properly
- 44% of respondents are feels too much of supervision from superior makes stress.
- About 61% of respondents are agree to poor flow of information makes stress.
- About 48% of respondents are sometimes unable to complete the task during the specific period.
- 55% of respondents are agree to the limited knowledge is will increase the stress.
- 45% of respondents they are spending more 1hr for recreational activities in day.
- 93% of respondents they are need in stress management training program.

- Through the weighted average the researcher finds about the training program factor of the technical skill satisfied, behavioural training some of them satisfied and some of them are neither satisfied nor dissatisfied.
- Also the other two factor analytical skill, time management also satisfied with the respondents.

9. SUGGESTIONS:

- In order to reduce the stress of the employee interruption and supervision can be negotiable in order to reduce stress we can provide knowledge about their work and proper flow of information in order to carry out their work.
- Providing recreational activities like sports cultural activities helps to reduce stress. Also it makes friendly attitude with co- workers
- Providing proper training program like technical skill, problem solving & analytical skills and time management to reduce stress.
- Motivate and encourage the employees to attend the discussions and seminars related to stress management and create and an awareness programme related to informational intervention and provided several topics that they would like to learn about to reduce stress.
- Psychological training and adjustment can be made by the organization to the employees on periodic or routine basis so that involvement and creativity of the employees will be higher and good.

10. CONCLUSION:

This study demonstrates the important causes and remedial measures to words stress and in order to reduce the stress among the employees of Sago Industry, Salem, the researcher have proposed some relaxation programme to the company to take some remedial actions to reduce stress like providing proper timings, allow them to feel free to do their work, good knowledge about their work. Providing the various recreational activities like sports, cultural activities, etc., which helps them to reduce their stress& make friendly attitude with their co-workers. Along with that, employees should provide with good training programs like technical skill, behavioural training, problem solving & analytical skills and time management that is helps to reduce their stress. The results of this study support the need to focus on the implementation of recognition strategies in the workplace to reduce job stress and enhance retention. It is added that regular exercise, stress

reduction and engagement in activities that abide with habits and interests can make one enjoy daily living.

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