

WORK STRESS AND ITS IMPACT ON EMPLOYEES' PERFORMANCE WITH SPECIAL REFERENCE TO VENTURA PUMP INDUSTRY COIMBATORE

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Abstract— *In the field of business, Work Stress and its Impact on Employee Performance is an important factor. The Work Stress and its Impact on Employee Performance is vital for any organization to ensure its success and smooth functioning. Various studies have been done in the field of business, regarding the Work Stress and its Impact on Employee Performance. This research mainly focuses to find out the relationship between Work Stress and its Impact on Employee Performance in Ventura Pump Industry is selected as the organization under study. From the total employees, 50 were selected as respondents for the study. Questionnaire method mainly used to gather the primary data. Secondary data from relevant resources have also effectively utilized in this research to reach valid theoretical findings and conclusions. Statistical methods were used to analyze the gathered data. Graphs and pictorial representations were effectively utilized in the data analysis and presentation part. This research mainly involves 5 chapters, namely Introduction, Review of literature, Research Methodology, Data analysis and Findings and Conclusion. The First Chapter gives an introduction to the research topic and the Industry Profile and Company Profile. In the Second Chapter, the Literature Review and Research objectives, Scope of the study and Limitations of the study. In the Third Chapter Research methodology mainly includes the details regarding the methodologies used to conduct this research and the justification for the selected methods. In the Fourth Chapter, the Data Analysis and Interpretation had been find out and Rank the factor for stress. In the Chapter five we had findings, Suggestions and Conclusions for the Work Stress.*

Keywords—*Employee Performance, Organization, Productivity, Work Environment, Work Stress.*

INTRODUCTION

The topic work stress and its impact on employee performance with special reference to Ventura Pump Industry are discussed here. The Company deal with Producing the Pump in all over the World. This company has an organized hierarchy with planned events of its products and services. One can find large number of employees in every company who are rigorously working at day/ night shifts. As the customer flow for this company is regular, every employee requires working continuously without taking any extra time for rest. Therefore, the researcher brought up the aim of figuring out stress levels in Ventura Pump Industry and the methods of managing it. Later, the researcher shall inspect different working conditions of Ventura Pump Industry that causes stress among the employees. There will be recommendation too according to the findings of the research. Research shows that the many of the stressful type of work is that which demands excessive pressures that are not compatible to workers' knowledge and abilities, because there is no opportunity to practice any choice or control, and there is no support from others. Work-related stress can be caused by not properly managed work organisation, by not properly managed work design, poor management; working flocks are not happy with conditions, and less of support from colleagues and supervisors.

OBJECTIVES

- To investigate factors that leads to work stress among employees at Ventura Pump Industry.
- To identify the impact of stress on employees' performance at Ventura Pump Industry.

SCOPE OF THE STUDY

- A Study on stress Level is very important because stress level leads to lack in Productivity of the Organization.
- It is important for any Individual to get away from the problems causing Stress and find Solutions as they are quit damaging to Employee in terms of Physical and Psychological Levels.

LIMITATIONS OF THE STUDY

- A Study on stress Level is very important because stress level leads to lack in Productivity of the Organization.
- It is important for any Individual to get away from the problems causing Stress and find Solutions as they are quit damaging to Employee in terms of Physical and Psychological Levels.

REVIEW OF LITERATURE

Definitions of Work Related Stress

According to the current **World Health Organization's (WHO)** definition, occupational or work-related stress "is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to scope."

Healthy Job

Any job can be said to be healthy when it is likely to be appropriate in relation to their abilities and resources, and the amount of control it will have on their job. Hence it can get support people who matter to them. A work environment can be said to be healthy if it is one in which individual have made health an important factor in their working environment. Therefore, it may include continuous and consistent assessment of risks to health, the provision of proper information and training on health issues and to provide and avail of health promoting Organizational support practices and structures.

Work-Related Stress

Work-Related Stress can be represented as individual dealt with strange working scenario with work demands and pressures which cannot be compromised based on their knowledge and abilities.

Pressure can be seen as acceptable by an individual, and it can make the individual alert, keep motivated, and even help them learn. It completely depends as the available resources and personal characteristics matters. However, when these kinds of pressure become unmanageable it leads to stress. It is quite unfortunate that pressure at the workplace cannot be avoided due to the demands of the contemporary modern work environment. Stress can destroy an employees' health and the business performance.

RESERCH METHODOLOGY

Research Design

- A Master plan that specifies the method and procedures for collecting and analyzing needed information.
- A research design is a framework or blueprint for conducting the marketing research project.

Data Collection Method

Primary Data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research, primary data are collected directly from the Respondent by using Questionnaire.

Secondary Data

These are data which are already collected and used by someone preciously. In this research review of Literature, Details of the industry are collected from the Internet.

Sampling Size and Technique

Size of The Sample

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of **VENTURA PUMP INDUSTRY** was selected as size of sample.

Sample Design

Sampling is the process of selecting a sufficient number of element from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Questionnaire

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

Statistical Tools Used

To analyze and interpret collected data the following statistical tools were used.

Henry Garrett Ranking

Garrett’s ranking technique to find out the most significant factor which influences the respondent, Garrett’s ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) N_j$$

Where R_{ij} = Rank given for the i th variable by j th respondents

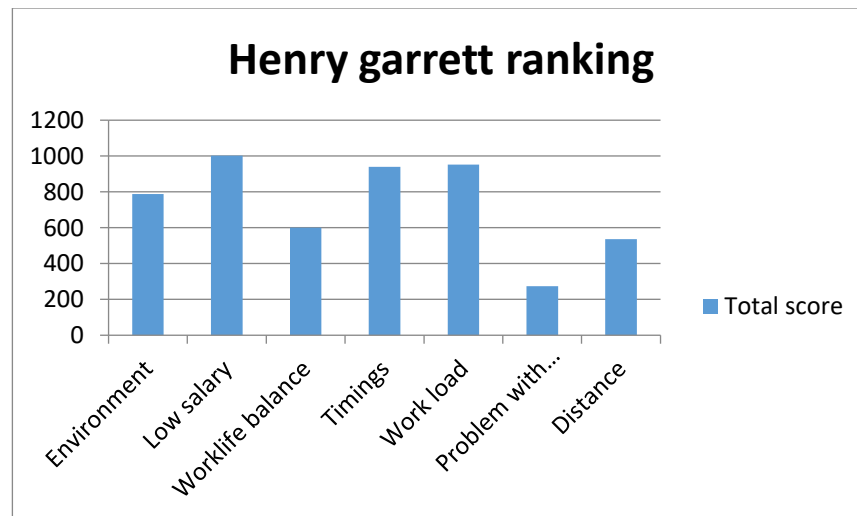
N_j = Number of variable ranked by j th respondents.

DATA ANALYSIS

Table 1: Rank the Factors for Stress

S.No.	Factors	Mean score	Total	Rank
1	Environment	197	788	4
2	Low Salary	167	1002	1
3	Work Life Balance	200	600	5
4	Timings	188	940	3
5	Work Load	136	952	2
6	Problem with Employees	273	273	7
7	Distance	268	536	6

Chart 1: Rank the Factors for Stress



FINDINGS

- 56% of the respondents had falls under 20 to 30 Yrs.
- 70% of the respondents had falls under Male.
- 62% of the respondents are Married.
- 58% of the respondents have finished UG Degree.
- 52% of the respondents had Below 5 Years work Experience.
- 60% of the respondents belong to the Monthly Income of 10,000 to 20000

From the above table, it is evident that “Low Salary” ranked as no.1 with a total score of 1002, “Work Load” is ranked as no.2 with a total score of 952, “Timings” is ranked as no.3 with a total score of 940, “Environment” is ranked as no.4 with a total score of 788, “Work Life Balance” is ranked as no.5 with a total score of 600 “Distance” is ranked as no.6 with a total score of 536, “Problem with Employees” is ranked as no.7 with a total score of 273.

SUGGESTIONS

- The company can fix Salary according to designation of an employee.
- The company can provide Recreational Facilities such as Meditation, Sports, Vacation can be arranged etc. can provided Organization so that employees can reduce stress.
- The company may increase Employees so that Workload can be reduced.

CONCLUSION

Stress is resulted as a reaction of an employee when certain demands, pressures and professional aspects have to be faced at the work place which does not match their knowledge levels there by posing a challenge and threat to the capabilities of the employee which in turn would create a struggle for existence in terms of being employed in a place. In addition to this stress can badly affect the Work Culture, Quality, Production and also the result of the Company. Any job can be said to be healthy when it is likely to be appropriate in relation to their abilities and resources, and the amount of control it will have on their job. Hence it can get support people. who matter to them. A work environment can be said to be healthy if it is one in which individual have made health an important factor in their working environment. Therefore, it may include continuous and consistent assessment of risks to health, the provision of proper information and training on health issues and to provide and avail of health promoting Organizational support practices and structures.

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