

## **A STUDY ON A STUDY ON EMPLOYEE STRESS MANAGEMENT WITH SPECIAL REFERENCE TO RK METAL ROOFING PRIVATE LIMITED**

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**Abstract**—This project “A STUDY ON EMPLOYEE STRESS MANAGEMENT WITH SPECIAL REFERENCE TO RK METAL ROOFING PRIVATE LIMITED”, make a critical analysis of about the stress management. Stress refers to the strain from the conflict between our external environment and us leading to emotional and physical pressure. There are many stress management programs available which is to determine the effects of stress at the work place. The focus of the programs can be directed towards the individual worker to know about the existence of stress among the employees. In this paper, effect studies of stress programs between 1983 and 2015 are reviewed. The objective is to study the level of stress, their factors, and effects of stress. The researchers using descriptive research design in this study. The primary data collected through the structured questionnaire with the sample size of 110. The statistical tools used used for the study are simple percentage and correlation. The current study focuses the factors influencing stress of employees and the results of the study will help to enhance psychological well-being and health of the employees towards overall organization growth.

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### **INTRODUCTION**

Human resource management is an art of managing people at work in such manner that they give their best to the organization. In simple word human resource management refers to the quantitative aspects of employees working in an organization. Human resource management is also a management function concerned with hiring, motivating, and maintains people in an organization. It focuses on people in organization. The functions and principles are applied to acquisitioning, developing, maintain, and remunerating employees in organization.

### **REVIEW OF LITERATURE**

**Madeline Weiss (1983)**- This study investigates the sources of organizational stress among Information Systems (IS) managers, the resulting symptoms of strain, and whether social support can reduce symptoms of strain. A field study comprised of a survey questionnaire was chosen as the most appropriate design for this investigation. The respondents were IS managers, ranging in the organizational hierarchy from vice president or director to project manager, in both governmental and private sector organization of varying sizes. The study reveals that job stresses among IS managers are positively related to psychological and physiological strains. Concerning social support, the study reveals that the level of social support among IS managers is lower than among other managers. When social support exists, strain among these managers is significantly lower. The implications of the study’s findings are considerable both for the health prognosis of IS managers and for their job performance.

**Kenneth E.Hart (1990)**- The major costs of stress-related illness and the hidden costs of absenteeism, reduced productivity, impaired decision-making ability and early retirement are reviewed. The causes and effects of stress are discussed and ways of managing stress are proposed which include psychological and behavioral techniques.

Richardson, K.M.,&Rothstein,H.R (2008)- Meta-analysis was conducted to determine the effectiveness of stress management interventions in occupational settings. Thirty six experimental studies were included, representing 55 interventions. Total sample size was 2,847 of the participants, 59% were, female, mean age was 35.4 and average length of intervention was

7.4 weeks. The overall weighted effect size for all studies was 0.526, a significant medium to large effect. Interventions were coded as cognitive behavioral, relaxation, organizational, multimodal, or alternative. Analyses based on these sub groups suggested that the intervention type played a moderating role. Cognitive behavioral programs produced larger effects than other types of interventions, but if additional treatment components were added the effect was reduced.

Within the sample of studies, relaxation interventions continued to be scarce. Effects were based mainly on psychological outcome variables, as opposed to physiological or organizational measures. The examination of additional moderators such as treatment length, outcome variable, and occupation did not reveal significant variations in effect size by intervention type.

Dr.NadeemBhatti, AmirHussainShar, Faiz.M.Shaikh and Muhammad SuhailNazar (2010)- The aim of this study is to investigate the main causes of stress for employees working in different industries in sukkur and their vicinity. Stress is taken as dependent whereas independent variables are categorized into extra-organizational and intra organizational stressors. Data were collected from different sectors such service, manufacturing and distribution including banks, insurance companies, manufacturing and distribution. Data were collected through self-administrative questionnaire consisting of 20 questions. Respondents were only the employees working at operational level. From the results it was quite clear that employees working in different areas feel great stress, there were different causes due to which employees experience stress. Findings have been classified in to extra organizational and intra organizational stressors. Extra organizational stressors include variables such as climate, economic conditions and employee family, where as intra organizational stressors include variables such as company policies, working conditions, and leadership, workload and office timings. According to results 33% of overall stress is caused by factors outside organization where as 67% stress is due to internal factors.

It was also found that major cause of stress is workload 25% because employees are being utilized more than their capabilities, second major cause for stress is timings 16% as Employees work for long hours, next cause for stress is climate (11%) as employees especially from distribution side as to go outside offices to meet their clients and customers so hot weather, traveling distances and transportation system really give them tough time which result in stress. Next stressor is leadership as leader-employee relationship is needed to be very good but according to some employees their bosses do not behave well due to which they feel stressed. Other cause include economic, family, company policies and working conditions with percentage of 11%, 8%, 7% and 7% respectively.

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## **STATEMENT OF THE PROBLEM**

The purpose of this study was to determine the effects of stress on employees at steel and industrial forgings limited. The ability to manage stress in workplace can make the difference between success and failure of an institution. Increased labor turnover, an indication of low organizational commitment, robs the organization tenured and valuable workforce.

Job stress is considered rising and has become challenge for the employer and because high level stress results in low productivity, increased absenteeism and leads to other employees problems like alcoholism, drug abuse, and host of cardiovascular problems.

The stress management strategies which include, paying their employees on time, role modeling, good communication channels, welfare programs, training and development among other.

## **RESEARCH METHODOLOGY**

Research methodology is a scientific and systematic way to solve a research problem

### **1) RESEARCH DESIGN:**

Research design aids the researcher in the collection of limited sources by posing crucial choices in methodology.

Research design is the plan and structure of investigation so conceived as to obtain answers to research questions. The plan is the overall scheme or program of the research. It includes an outline of what the investigator will do from writing hypothesis and their operational implication to the final analysis of data.

### **DESCRIPTIVE RESEARCH DESIGN:**

The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by the individuals about the system. The views and opinions of the employee about the system help to study the suitability of the system as well as the constrains that might restrict its effectiveness.

### **SAMPLE DESIGN:**

The sampling technique adopted for the purpose of the study is simple random sampling.

### **SAMPLER RANDOM SAMPLING:**

Each member of the population has known and equal chance of being selected.

### **SAMPLE SIZE:**

The number of respondents considered for the study was the population is 500 members and the sample size is taken as 110 members.

### **STATISTICAL TOOLS:**

#### **Tools used for the data collection.**

The tools used for collecting the data is through questionnaire.

- Correlation analysis using spss

## **DATA ANALYSIS AND INTERPRETATION**

### **SIGNIFICANT RELATIONSHIP BETWEEN CONTROLFACTORS USING SPSS.**

#### **Null Hypothesis:**

There is no significant relationship between the control factors.

#### **Alternative Hypothesis:**

There is significant relationship between the control factors.

Level of significance : 5%

## Correlations

|                             |                     | No choice | Not flexible time | Job changes | Not involve decision making |
|-----------------------------|---------------------|-----------|-------------------|-------------|-----------------------------|
| No choice                   | Pearson Correlation | 1         | .026              | -.003       | .063                        |
|                             | Sig. (2-tailed)     |           | .786              | .977        | .515                        |
|                             | N                   | 110       | 110               | 110         | 110                         |
| Not flexible time           | Pearson Correlation | .026      | 1                 | .007        | .202*                       |
|                             | Sig. (2-tailed)     | .786      |                   | .941        | .034                        |
|                             | N                   | 110       | 110               | 110         | 110                         |
| Job changes                 | Pearson Correlation | -.003     | .007              | 1           | .096                        |
|                             | Sig. (2-tailed)     | .977      | .941              |             | .321                        |
|                             | N                   | 110       | 110               | 110         | 110                         |
| Not involve Decision making | Pearson Correlation | .063      | .202*             | .096        | 1                           |
|                             | Sig. (2-tailed)     | .515      | .034              | .321        |                             |
|                             | N                   | 110       | 110               | 110         | 110                         |

\*. Correlation is significant at the 0.05 level (2-tailed)

From the above table understand that the most of the correlation coefficient values are negative and less than 0.05, there is a significant relationship between the control factors. Reject the null hypothesis.

### FINDINGS

After the detailed study the collected information and data was analyzed. A lot of valuable findings were found common towards Steel And Industrial Forgings Ltd., Athani are as explained below.

- Among the total respondents 73% of the respondents fall under the category of male.
- Among the total respondents 36% of employees were belongs to 36-45 age groups.
- Among the total respondents 36% of respondents comes under category of diploma.
- Among the total respondents 36.36% were belongs to Rs. 5001- 20,000 income level.
- Among the total respondents 30.6% of the respondents which has rarely feel the moodysymptom.
- Among the total respondents 46.8% of the respondents were never felt irritable.
- Among the total respondents 33.3% of employees were rarely short tempered nature.
- Among the total number of respondents 33.3% of the respondents rarely feel lack of confidence towards the work.
- Among the total number of respondents 36.9% of employees were rarely worried aboutthe work related matter.
- Among the total respondents 24.3% of respondents never feeling negative abouteverything.
- Among the total number of respondents 28.8% employees were rarely confused.
- Among the total respondents there is significant relationship between demand factors.

- Among the total respondents there is significant relationship between control factors.
- Among the total respondents there is no significant relationship between the relationship factors.
- Among the total respondents the role factor which shows negative correlation.
- Among the total number of respondents the majority of respondents related to the conflict factor mention perfect positive as well as negative correlation.
- The major factor causing stress is role factor, there is negative correlation between the variables.
- The executives stress level is normal in SIFL.

## **SUGGESTIONS**

- Many tasks can be delegated to subordinates without losing effectiveness so that we can reduce the overload of work.
- The employees must give importance to time management techniques thereby they can complete their work within a specified time.
- Giving counseling to the employees when they face problems, because counseling in the discussion of a problem that usually has emotional content with an employee in order to help the employee cope within better.
- Employees are more engaged, more productive, happy, more hard working, more loyal and far more likely to impress the employees to get rid of job boring for employees.
- The physical and mental space of the place in which you work must be decluttered, organized; clean, creative and personalized promote productivity to reduce stress in working conditions.
- Foster a supportive network and let staff share problems and resources. Colleague support softens effects of stress on staff members lives to reduce high level stress in group.
- To encourage employees participation in the change process to foster their sense of ownership and secure their commitment to change to reduce lack of co-operation in workplace.
- Employees must organize their day so that the urgent staff gets done first, leaving the later part of the day for the routine staffs, which can be left if you run out of the time to complete the job on time.
- The organization must introduce Employee Assistance programs and stress control workshops accordingly to the level of employees, because there is a strong relation between the level of stress and level of employees. EAP includes counseling employees who seek assistance on how to deal with alcohol and drug abuse, managing personal finances, handling conflicts at the work place, dealing with marital and other family problems, and coping with health problems.

## **CONCLUSION**

Stress in the work place has become the black plague of the present century. Much of the stress at work is caused not only by work overload and time pressure but also by lack of reward and praise, and more importantly, the organization has good environment for the employees to work with and the more employees are not affected by stress. If we enhance the psychological wellbeing and health of the employees.

The organizational revenue increases and there is employee retention. Because it is said that the employees are the greatest assets for any organization, a proper employee attitude and behavior which in turn will help in the overall organization growth.

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