

A Study on Stress Management in Sri Kannapiran Mills Limited

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Abstract- This study of stress management in Sri Kannapiran Mills limited is analysed with various questionnaires with the components of work load, job security, shift work, job performance. The amount of work that needs to be done by the employee can be impacted by a variety of factors, including time pressure, a lack of timely assistance, insufficient resources, ineffective coworkers, role conflicts. Job security is important to employees, but it is also crucial to employers. Long-term night shifts and shift-changing or shift-rotating work schedules are also considered to be "shift work" in this context. Performance on the job represents a variety of crucial factors that are dependent on the development, growth, and output of the company. Workplace environment elements such as physically hard duties, staff morale, stress levels, and working long hours have an impact on job performance.

Keywords: Stress Management, Job security, Shift Work, Work Job performance.

I. INTRODUCTION

Workers may suffer stress in the workplace when they have high workloads, too many advancement openings and ineffective ways to resolve conflicts with one another. A plan for managing stress amongst workers can involve colourful ways, including the collection and perpetration of feedback and the provision of good hand benefits. Understanding what stress operation for hand is, can help you produce a more productive and inviting work terrain and remove obstacles to organisational success. Employee Stress is negatively identified to their work performance and the position of stress, lower is the performance.

THEORETICAL BACKGROUND OF THE STUDY

Wherever The background of the study was created using a number of questionnaires that revealed increased employee stress in the workplace. the link between job performance and stresses such workload, role conflict, work-life balance, peer relationships, job security, and time pressure, with motivation acting as a mediating component. This study focuses on examining the effects of three types of stresses that are particularly common: workload, job security, and shift work. The study evaluates the proposed conceptual model in order to meet the research goals.

II. OBJECTIVES OF THE STUDY

- To understand how demographics affect shift work, workload, and job security for employees.
- To evaluate the influence of job stress on performance and to analyse the interaction between the factors that contribute to it.

III. METHODOLOGY

Research Design

- Exploratory

Sample Design

- Sample Size: 126
- Sample Method- Non-Probability

Tools For Analyses

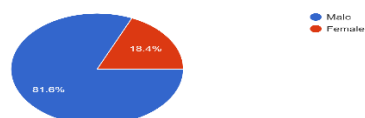
- Questionaries
- Surveys
- Observations

Method Of Data Collection

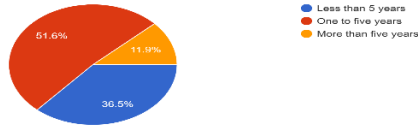
- Primary Data Collection

IV. DATA ANALYSIS & INTERPRETATION

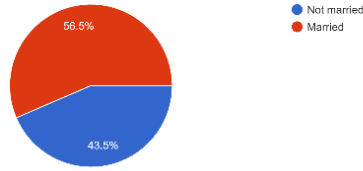
Gender
126 responsee



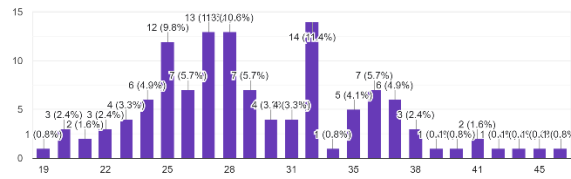
Duration of Shift Work
126 responses



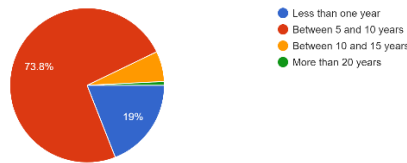
Marital Status
124 responses



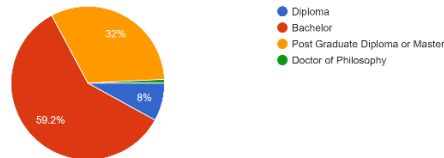
Age
123 responses



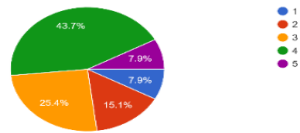
Work Experience
126 responses



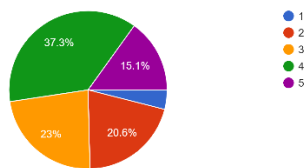
Educational Background
125 responses



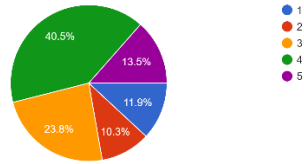
5 - strongly agree, 4 - Agree, 3 - Neutral, 2 - Disagree, 1 - Strongly disagree.
126 responses



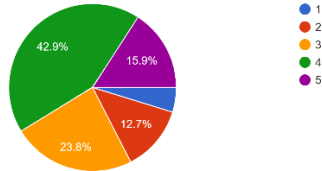
Do you perceive that as stressful?
126 responses



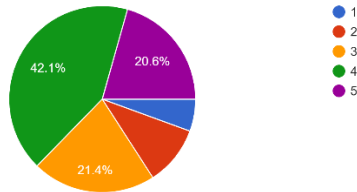
Do you put high demands on yourself at work?
126 responses



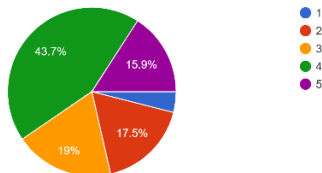
Do you think about work after your working-day?
126 responses



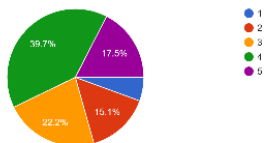
Do you find it hard to sleep because your mind is occupied with work?
126 responses



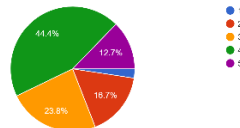
How often do you feel highly stressed from your job?
126 responses



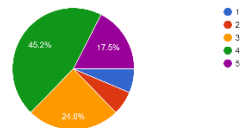
My work is interesting
126 responses



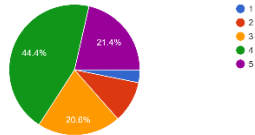
The targets I am given are achievable
126 responses



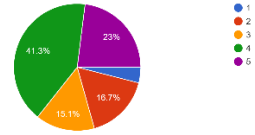
I don't experience stress from work
126 responses



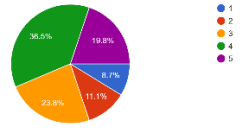
How do you feel about yourself
126 responses



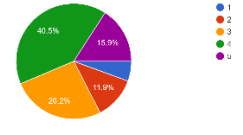
I experience more health issues when working during night shift.
126 responses



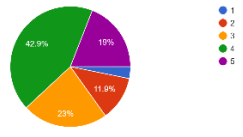
I feel more stressed working during a night shift.
126 responses



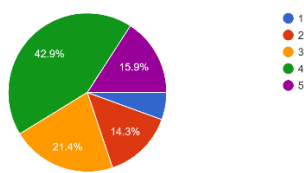
I experience sleeping problems when working during night shift.
126 responses



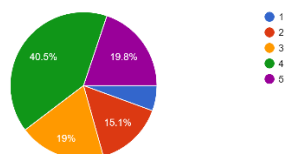
I cannot control my weight because of the shift work system.
126 responses



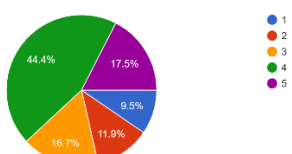
I feel sleepier after working during my night shift.
126 responses



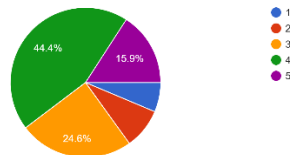
Any special work success or achievement
126 responses



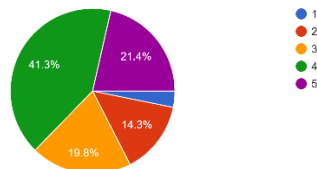
How often was your performance higher than most workers on your job?
126 responses



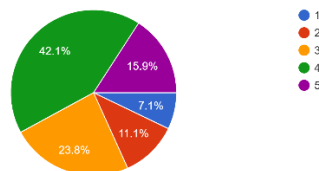
How often did you not concentrate enough on your work
126 responses



work at times when you were supposed to be working?
126 responses



the quality of your work lower than it should have been?
126 responses



INTERPRETATION

- Employees at the organisation, who are primarily between the ages of 25 and 35, express stress out at work.
- They also agree that they continue to think about their jobs after their shift is over.
- 40% of employees agree that working at night causes them stress and health problems, given the fact that they are engaged in their work and making progress towards their goals.
- The employees successfully complete the particular work.
- Employees are unable to focus on their task due to stress.

RECOMMENDATION

- The organisation can lessen workplace stress by improving the relationships between subordinates and employees.
- Salary and benefits packages may be enhanced to lower employee stress levels in the workplace.
- The business may take measures to train its personnel to adapt to technological change.
- To lessen tension among employees at work, the organisation may run stress management programmes and offer counselling.
- The management may take action by providing a detailed job description to raise knowledge of the employee's position.

CONCLUSION

According to the study on Stress Management at Sri Kannapiran Mills Limited, workload has a more substantial impact on job performance. Overall, it was evident that job stress had a considerable negative impact on employees' ability to do their jobs. The study's findings show that both male and female employees experience work-related stress. The majority of workers across all age groups believe that job stress has an impact on their performance.

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SURVEY QUESTIONNAIRE

A Study on Stress Management in Sri Kannapiran Mills Limited

Gender

- a) Male
- b) Female

Duration of shift

- a) Less than 5 years
- b) One to five years
- c) More than five years

Marital Status

- a) Not Married
- b) Married

Work experience

- a) Less than one year
- b) Between 5 and 10 years
- c) Between 10 and 15 years
- d) More than 20 years

QUESTIONS	5	4	3	2	1
WORKING STRESS					
Do you have the possibility to influence decisions at work					
Do you perceive that as stressful?					
Do you put high demands on yourself at work					
Do you think about work after your working- day					
Do you find it hard to sleep because your mind is occupied with work					
JOB SECURITY STRESS					
How often do you feel highly stressed from your job					
My work is interesting					
The targets I am given are achievable					
I don't experience stress from work					
How do you feel about yourself					
SHIFT WORK STRESS					
I experience more health issues when working during night shift					
I feel more stressed working during a night shift					
I experience sleeping problems when working during night shift					
I cannot control my weight because of the shift work system					
I feel sleepier after working during my night shift					
JOB PERFORMANCE					
Any special work success or achievement					
How often was your performance higher than most workers on your job					
How often did you not concentrate enough on your work					
work at times when you were supposed to be working					
The quality of your work lower than it should have been					