

Stress Management At Visaka Industries Ltd.

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1. INTRODUCTION:

The stress management is concerned with the stress that is prevailing in the organization, it also includes the stress is effecting the employees in the organization and includes the Techniques and the strategies that are to be adopted in the organization to overcome the stress. Implementing the stress practices in the or organization and thus enabling the employees to perform well and thus achieving the organizational goals is the main aim behind this study.

SIGNIFICANCE OF THE STUDY

The following are the various reasons, which signify the present study on stress management.

1. The study on stress management helps the organization in adapting the change easily.
2. It enables the organization to help the employees to establish Quality of work life.

3. In addition to the above it helps the organization to improve the organizational

Climate.

4. This study facilitates the employees to manage stress in the organization and training

Them to manage it and thus enhance the effective performance of the employees.

NEED FOR THE STUDY

Work stress is a real challenge for workers and thir employing organizations. As organizations and their working environment transform, so do the kinds of stress problems that employees may face. It is important that your workplace is being continuously monitored for stress problems. Further, it is not only important to identify stress problems

and to deal with them but to promote healthy work and reduce harmful aspects of work. Work in itself can be a self-promoting activity as long as it takes place in a safe, development- and health-promoting environment.

Stress at work place can adversely affect an employee's performance. So the Visaka Industries Limited has been implementing stress management practices in their organization and the perceptions of employees towards such practices should be known to the organization to enable the organization to take sufficient measures to improve them.

SCOPE OF THE STUDY

The present study covers various aspects, such as stress causing parameters that are prevailing in the organization and the stressors that are affecting the performance of the employee's. All these aspects are observed in Visaka Industries Limited.. Thus the present study is confined to stress management practices in Visaka Industries Limited.

OBJECTIVE OF THE STUDY

- To know the stress management practices of the selected organization.
- To identify the factors causing stress to the employees at work in the organization
- To know the perceptions of employees on the stress management practices adopted by the selected sample organization.
- To offer suitable suggestions to the company to improve stress management practice
Of the company.

METHODOLOGY

- To achieve the said objectives a comprehensive study has been made on crucial areas of stress management. A detailed questionnaire has been developed and employed on the selected sample employees.

SAMPLING DESIGN;

In order to design the total list of manpower is collected according of the department. 60 employees are picked randomly by applying simple random sampling technique. Thus the sample size for the present study is 60 employees.

SOURCES OF DATA

The present study is based on both primary and secondary sources of data. The primary data collection is done through a structured questionnaire, which contains open and closed

Questionnaire. The secondary sources for the study modules internet, websites, Journals, articles and the reports maintained by Visaka Industries Limited

ABOUT THE QUESTIONNAIRE;

The instrument used in this study was structured questionnaire. Questionnaire has been divided into two parts I helps in providing the information about the respondent. Part 2 contains various items of questions on stress causing parameters that are useful for the study of the stress management in Visaka Industries limited. A copy of the questionnaire is included in appendix.

DATA ANALYSIS AND INTERPRETATION:

he data thus collected and has been analyzed through percentiles and represented through graphs.

LIMITATIONS:

The following are the major limitations of the present study

- The study is confined to information willingly shared by the organization.
 - Conclusions are derived from the opinions of the employees, which are assumed to be unbiased
 - The data in the study has been collected by means of questionnaire.
- The insufficient time duration is another major constraint for the present study.

2. LITERATURE SURVEY

Stress is defined as a state of affair involving demand on physical or mental energy. A condition or circumstance which can disturb the normal physical and mental health of an individual.

In medical parlance stress is defined as a perturbation of the body's homeostasis. This demand on mind-body occurs when it tries to cope with incessant changes in life. A stress condition seems relative in nature. Stress, nonetheless, is synonymous with negative

conditions. With the rapid diversification of human activity; one can face numerous causes of stress and the symptoms of stress and depression.

At one point or the other every body suffers from stress. Relationship demands, physical as well as mental health problems, pressure at workplaces, traffic snarls, meeting deadlines, growing-up tensions-all of these conditions and situations are valid causes of stress Stress can cause headaches, irritable bowel syndrome, eating disorder, allergies, insomnia, backaches, frequent cold and fatigue to diseases such as hypertension, asthma, diabetes, heart ailments and even cancer. If approached positively, stress can help us evolve as a person by letting go of unwanted thoughts and principle in our life.

HISTORICAL FOUNDATIONS OF STRESS

Water Cannon and Hans Selye used animal's studies to establish the earliest scientific basis for the study of stress. They measured the prolonged restraint, and surgical procedures, and then extrapolated from these studies to human beings.

Subsequent studies in humans by Richard Rahe and established the view that stress is caused by distinct, measurable life stressors, and further, that these life stressors can be ranked by the median degree of stress they produce(leading to the Holmes and Rahe Stress Scale), thus, stress was traditionally

conceptualized to be a result of external, however, it has been argued that external circumstances do not have any intrinsic capacity to produce stress, but instead their effect is mediated by the individual's perceptions, capacities, and understanding.

RECOGNISING STRESS

It is important to recognize whether a person is stress or out of it. Many times, even if a person is under the influence of a stressful condition and his body reacts to it internally as well as externally, he fails to realize that he is reacting under stress. This also happens when the cause of stress are there long enough for him to get habituated to them. The body constantly tries to tell the person through symptoms such as rapid palpitation, dizzy spells, tight muscles or various body aches that something is wrong. It is important to remain attentive to such symptoms and to learn to cope with the situations. A person can cope better with stressful situation, when he encounters them voluntarily. In cases if relocation, promotion or layoff adventurous or having a baby. A person tends to respond positively under stress. But, when he is compelled into such situations against to his will or knowledge, more often than not, he wilts at the face unknown and imagined threats.

3. DATA ANALYSIS & INTERPRETATION

In this chapter, an attempt is made to present the analysis of responses on significant stress create factors on employees of Visaka

Industries Ltd. Further it includes analysis of employee responses with reg to the stress management practices of the company.

AGE WISE DISTRIBUTION OF THE RESPONDENTS

Interpretation: out of total sample of 60 respondents 53% of employees belong to the below 30 yrs age group, 47% of the employees fail in 30 -40 yrs of age. None of he respondents are in 40 – 50 years age group and more than 50 years of age group.

AGE WISE DISTRIBUTION OF THE RESPONDENTS

Interpretation: According to the table 2 out of 60 respondents 47% of the employees are qualification, 40% of the employees are Graduates, 8% fall in below graduation category and or 5% of the employees are with no formal education.

EDUCATIONWISE DISTRIBUTION OF THERESPONDENTS

Interpretation: according to the table: 3 exemplifies that out of 60 respondents 37% of the employees are with below 5 years of experienced, 53% of employees are with 5-10 years of experience, 10% them are with 10-15 years of experience and there are none respondents with 15- 20 years and above 0 experience.

ROLE OF MULTIPLE TASKS IN CREATING STRESS

Interpretation: The above table illustrates that out of total 60 respondents, 7% have strongly agree that multiple tasks are creating them more stress, 77% of the respondents have agreed, 3% of them not certain that multiple tasks at work are creating them stress, However 13% of them have disagree and none of the respondents are in strong disagreement regarding the role of multiple creating stress in Visaka Industries ltd.

ROLE OF WORKING IN GROUPS IN REDUCING THE STRESS

Interpretation: From the above table it can be interpreted that 47% of the respondents have stress agreed that working in groups is reducing their stress, 43% of them have agreed and 7% of them are certain that working in groups is reducing their stress, 3% of them have disagreed that working in is reducing their stress. However none of the respondents strongly disagree that is 0% of them strongly disagreed.

ROLE OF WORKING IN GROUPS IN REDUCING THE STRESS

Interpretation: From the above table it can be illustrated that 7% of the total sample have strongly agreed that change in work environment is causing them stress 27% of them agreed and 27% are no sure

regarding that change in work environment in causing the stress, 36% of them have disagreed that change in environment is causing them stress but only 3% of them are in strong disagreement with statement that change in work environment is causing them stress.

CHANGE IN WORK ENVIRONMENT AS A STRESSOR

Interpretation: The table 7 exemplify that 10% of the total sample have strongly agreed that working hours is causing them stress and 77% of the respondents uncertain and 13% of them have disagrees that long working hours are causing them stress, none of respondents have strongly disagreed the statement that long working hours are causing them stress.

STRESS DUE TO LONG WORKING HOURS

Interpretation: The above table illustrates that the none of respondents have strongly agreed stress is not caused due to non cooperation of colleagues, 13% of them have agreed that stress is cause due to non cooperation of peers, 37% of them are not certain, 43% of them disagree that stress is cause due to non cooperation of their peers and 7% of them strongly disagree.

STRESS DUE TO NON COOPERATION FROM THEIR PEERS

Interpretation: The above Table illustrates that out of 60% sample, 7% of the respondents strongly agree that stress is caused due to their ill health and 79% of them agreed that stress is caused due to their ill health, 7% of them are not certain and 7% of them disagree that stress is caused due to their ill health but none of them strongly disagreed that stress is caused due to their ill health.

4.FINDINGS OF THE STUDY

In this chapter, an attempt is made to present the conclusions that emerged from the present study. An attempt is made to present the major findings with regard to significant stress creating factors on employees of Visaka Industries Ltd. Further an attempt is made to conclude opinion with regard to stress management practices of the company.

1. From the analysis of the personal profile of the respondents it can be concluded that the majority of the respondents are middle aged, youngsters. More over it is also found that they are highly qualified. It has been observed that majority of employees are having less experience
2. Majority of the employees have agreed that multiple tasks at work causing them stress. Thus it can be concluded that employees are put under stress by multiple tasks at work.
3. The analysis of the primary data establishes that while working in the groups they undergo less stress when compared to the stress they undergo while working individually. Thus it can be concluded that working in groups can act as one of the stress management techniques.
4. It is very interesting to note that many of the respondents viewed that the change in the work environment of Visaka Industries Limited. is not causing them stress. Thus it can be concluded that employees of Visaka Industries Ltd. are adaptive to the changes in the work environment. This is a healthy sign.
5. The analysis also reveals that majority of the respondents felt that long working hours of the company is causing them stress. It is also found that in Visaka Industries Ltd employee are made to work beyond the working hours; this definitely raises the stress levels of the employee.
6. It has been already identified that employee of Visaka Industries Ltd enjoy working in groups. This is once again substantiated from the analysis that majority of employee have disagreed that non cooperative of their peers in work environment. This signifies quite good amount of team work in the organization which can become a major strength for organization.
7. Further it has been identified that ill health of the employee is one of the major cause for the stress. Physical health & stress are correlated with each other. Thus organization needs to take sufficient

measure to pleasure that health of the employee in order manage stress in the organization.

8. .It is exciting to note that majority of the respondents have accepted that that stress is not caused due t there superiors attitude. Thus it can be concluded that there superiors attitude is good towards the employee is good and they are having congenial relationships with each other which is another remarkable feature of the organization.
9. From the analysis of the data it is very strange to know that the employee themselves are not sure that there is a role of uncertainty in doing things in causing stress.
10. The majority of the employee disagreed that sudden change in work culture is causing stress. It has been already identified that employee are not stressed out due to change work environment which indicates that they are quite flexible. However it is also found that significant amount of uncertainty reviling in this aspect.
11. Many of the respondents viewed that they are undergoing stress due to high expectations of the superior with regard to perform
12. of an employee. Thus it can be concluded that the organization is fixing high performance target. Thus
13. It is also identified that job insecure is not creating any stress on them. Thus it can be concluded that employee are feeling secured with respect to there jobs. This is

obviously can act as a motivating factor for the employee of Visaka Industries Ltd.

14. In addition to the above it has been absorbed that many of the employee are satisfied with stress management practice of the company. But some sort of dissatisfaction is also found with regard stress management practice which requires due attention.
15. The analysis discloses that though the organization is making efforts to manage stress though the stress management practices regularly but the employees are expecting certain improvements in stress management practices.
16. Employers should provide a stress-free work environment, recognize where stress is become a problem for staff, and take action to reduce productivity, increases management pressures, and makes people ill in many ways, evidence of which is still increasing. Workplace stress affects the per formation of the brain, including functions of work performance; memory, concentration, and learning. The major stressors identified in Visaka Industries Ltd are ill heal of the employee, high expectation of the superior, log working hours in the organization.

SUGGESTIONS AND RECOMMENDATIONS

In this chapter, an attempt is made to suggest measures for effective stress management practices in Visaka Industries limited.

THE EMPLOYEE ASSISTANCE PROGRAMS:

The Employee Assistance Professionals Association defines an employee assistance program (EAP) as “worksite-based program designed to assist in the identification and resolution of productivity problems associated with employees impaired by personal concerns, including but not limited to health, marital, family, financial, alcohol, drug, legal, emotional, stress, or other personal concerns which may adversely affect employee job performance.”

The benefits of EAPs to an organization can include:

- decreased costs related to turnover, absenteeism, accidents and stress related disability;
- Increased employee productivity;
- Prevention of problems, which could negatively impact the employee’s work and/or home life; and
- Enhanced morale and commitment to the organization.
- It is found that major reason for stress in Visaka Industries limited is Employee ill health. The following are various measures that can be adopted by the organization.

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