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A STUDY ON JOB STRESS AMONG EMPLOYEES AT TAMILNADU, INDIA

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Abstract

Stress is as a state of cerebral and poignant pressure or strain, caused by exigent state of affairs. It is a force that set of laws an individual's judgment and deeds. The major rationale of the study is to analyze the reasons for the stress of an individual to analyze the methods en route for overcome the stress of employees and to identify the consequences of stress. The need for the study is to recognize how the individual performs when stress echelon is high and how they are overcoming it. Job stress, within the framework of workplace health, refers to a physiological clause in which work-related duties and responsibilities become onerous and overwhelming to the point that it imposes detrimental effects on the mental and physical wellness of employees. The impact of stress in the workplace on the workers physical health, mental well-being and effectiveness in the workplace has been increasingly documented in recent years. In competitive era, tension and stress have become a part of a life. This study aspire to survey the factors causing stress, the collision of stress and identifying way for reducing stress by using Chi Square Test, ANOVA , Correlation and Regression tools.

Keywords: Employees, Experience, Job Stress, Psychology, Teams

1. Introduction:

Stress is a universal idiom practical to various psychological (mental) and physiologic (bodily) pressures practised or felt by people throughout their lives. Stress is an predictable part of todays rapid life.In this age of globalization and liberalization of the economy,competion among organization has increased. Managers attempt to out perform one another to reach the top. The term "stress" was first used by psychologist Hans Selye in the 1930s. In Selye's terminology, "stress" refers to a condition, and "stressor" to the internal reaction causing stress. It covers a huge range of phenomena from mild irritation to the kind of severe problems that might result in a real breakdown of health. Signs of stress may be cognitive, emotional, physical or behavioural. Signs include poor judgment, a general negative outlook, excessive worrying, moodiness, irritability, agitation, inability to relax, feeling lonely or isolated, depressed, aches and pains, diarrhoea or constipation, nausea, dizziness, chest pain, rapid heartbeat, eating too much or not enough, sleeping too much or not enough, withdrawing from others, procrastinating or neglecting responsibilities, using alcohol, cigarettes, or drugs to relax, and nervous habits. Therefore, modern organization are facing the problem of the

executive stress and burnout individuals and organizations have to pay economic and human cost due to these problem .

2. Objectives of the Study

➢ To study on job stress among employee's at Vibrant NDT Services Pvt Ltd.

➢ To classify whether the Stress reflects on Company Working Effectiveness.

➢ To ascertain the factors that causes stress among the employee.

➢ To furnish the solutions for employee in handling the work stress.

3. Significance of the Study

➢ The study will also aim at analysing the factors causing stress, the impact of stress and identifying way for reducing stress

➢ The scope of the study included finding the stress level in the organization and overcoming them through effective steps

➢ It helps the company to gather the suggestion and complaints, so that they could make changes according the needs of the employer to select them better and enhance employees corporation in future

➢ The scope of the study will be restricted to employee of Vibrant NDT Services Pvt Ltd.

4. Data Base

The primary data was collected through questionnaire method. The collected data was analyzed using Chi-Square, ANOVA and Correlation Analysis. Secondary data collected from social science include censuses, government department reports, Journals, News Papers, Magazines and organizational records.

5. Data Analysis and Interpretation

5.1. Chi Square Test: Chi Square Test(X^2):

Chi square test analysis used for income and experience Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho): There is a relationship between income and experience.

Alternate hypothesis (H1): There is no relationship between income and experience.

Table 1
Observed Frequency (O)

	A	B	C	Total
Income	20	54	26	100
Experience	40	16	44	100
Total	60	70	70	200

Graph 1
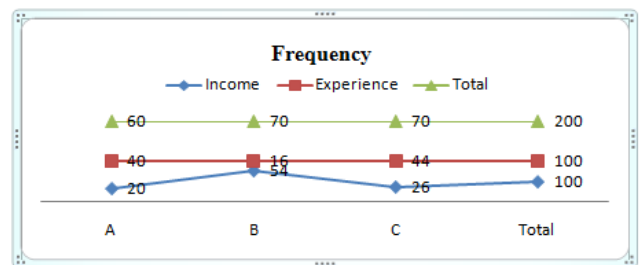
Table 2
Expected Frequency (E)

	A	B	C	Total
Income	30	35	35	100
Experience	30	35	35	100
Total	60	70	70	200

Graph 2
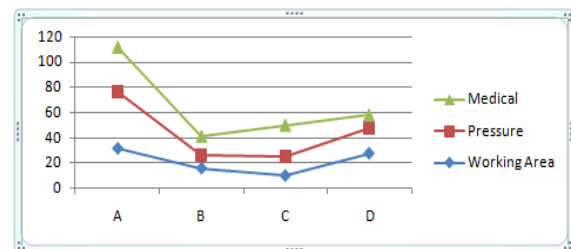
From the table

P_A =7.235

P_B=6.979

Observed and expected frequency (X^2) =31.924

Degree of Freedom= (n-1)

For DF=2 and 95% interval Table Value is =0.9543

(X^2)=0.0943

Table Value =0.9543

(X^2)> Table Value

Z = Z cal>Z tab

Z= 31.924>0.9543

From the value chi square value is greater than the Table value so H1 Accepted.

So there is no relationship between income and experience.

Inference: Since the calculated value is greater than the tabulated value, we accept the alternative hypothesis and hence there so there is no relationship between income and experience.

5.2. One-Way ANOVA Classification

Null hypothesis (Ho): There is a significance difference between the working area, work pressure and medical check up

Alternate hypothesis (H1): There is no significance difference between the working area, work pressure and medical check up.

Table 3
ANOVA: Single Factor

	A	B	C	D	E
Working Area	32	16	10	28	14
Pressure	45	10	15	20	10
Medical	35	15	25	10	20

Graph 3
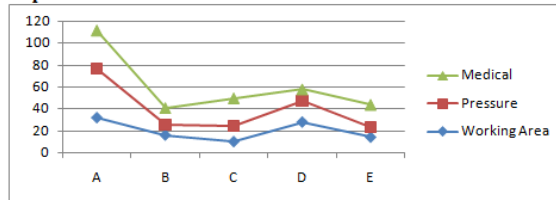
Groups	Count	Sum	Average	Variance
Column 1	3	112	37.33333	46.33333
Column 2	3	41	13.66667	10.33333
Column 3	3	50	16.66667	58.33333
Column 4	3	58	19.33333	81.33333
Column 5	3	44	14.66667	25.33333

Graph 4
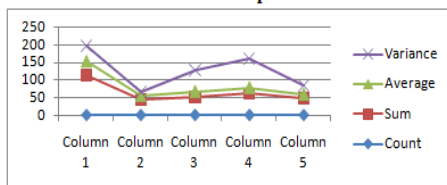
Table 5
ANOVA

Source of Variation	SS	df	MS	F	P-value	F criteria
Between Groups	1140	4	285	6.428571	0.007917	3.47805
Within Groups	443.3333	10	44.33333			
Total	1583.333	14				

From the table Anova value is 3.478 degree of freedom is 14.

Anova Table Value for 95% level of interval is 3.093

Anova Value>Table Value

F = F cal>F tab   F=3.478>3.093

Anova value is greater than the Table Value so H0 rejected and H1 Accepted

Inference: The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance differences the working area, work pressure and medical check up.

5.3. Mann-Whitney U Test: The Mann–Whitney U test (also called the Mann–Whitney–Wilcox on (MWW), Wilcox on rank-sum test, or Wilcox on–Mann–Whitney test) is a nonparametric test of the null hypothesis that it is equally likely that a randomly selected value from one sample will be less than or greater than a randomly selected value .

Null hypothesis (Ho): There is a significance difference between the stress relief program and employees expectation.

Alternate hypothesis (H1): There is no significance difference between the stress relief program and employees expectation.

Table 6
Samples

Sample 1	40	18	10	20	12
Sample 2	22	12	30	18	18

Table 7
Sample with Rank

Sample 1	10	12	18	20	40
Rank	1	2.5	2.5	7	10
Sample 2	12	18	18	22	30
Rank	2.5	5	5	8	9

Graph 5

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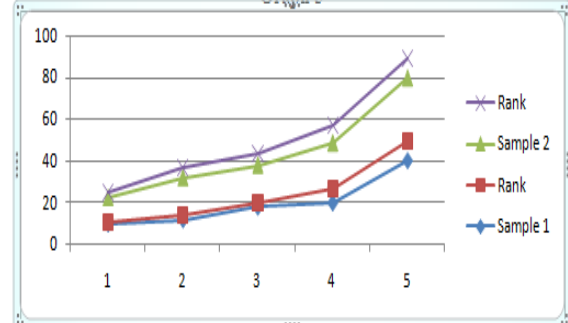
Result Details

Sample 1	Sample 2	Sample 1 & 2 Combined
Sum of ranks: 25.5	Sum of ranks: 29.5	Sum of ranks: 55
Mean of ranks: 5.1	Mean of ranks: 5.9	Mean of ranks: 5.5
Expected sum of ranks: 27.5	Expected sum of ranks: 27.5	Standard Deviation: 4.7871
Expected mean of ranks: 5.5	Expected mean of ranks: 5.5	U value= 10.5
U-value: 14.5	U-value: 10.5	Z value =-0.313
Expected U-value: 12.5	Expected U-value: 12.5	According to table Value P value is 0.05
		$Z_{cal} < Z_{tab}$ P<0.05

So H0 Accepted and H1 Rejected, There is a significance difference between the Environments, Technology improvement.

Inference: The calculated value of Z is greater than the tabulated value. Hence, we reject the alternative hypothesis and conclude that there is significance difference the stress relief program and employees expectation.

5.4 Analysis Using Karl Pearson's correlation

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0): There is a positive relationship between the organizations has employee expectations and employee attrition

Alternate hypothesis (H1): There is a negative relationship between the organizations has employee expectations and employee attrition

Table 8

Expectation (X)	34	20	22	17	15
Attrition (Y)	40	18	10	20	12

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2}\sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = 0.846359$$

Inference: From the above analysis it is inferred that, there is a positive relationship between the organizations has employee expectations and employee attrition.

5.5 Regression Analysis

Null hypothesis (H0): There is a positive relationship between the Employee comfort and employee mind setup about job.

Alternate hypothesis (H1): There is a negative relationship between the Employee comfort and employee mind setup about job.

Table 9

Employee Comfort(X)	21	23	22	18	16
Employee Mindset(Y)	10	46	10	10	24

Table 10

Summary Output- Regression Statistic	
Multiple R	0.283144
R Square	0.080171
Adjusted R Square	-1.66667
Standard Error	17.44009
Observations	1

Table 11

ANOVA					
	df	SS	MS	F	Significance F
Regression	5	79.52941	15.90588	0.261475	0.261475
Residual	3	912.4706	304.1569		
Total	8	992			

Table 12

Coefficients		Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
X Variable 4	-10.5882	60.32535	-0.17552	0.87185	-202.57	181.3939	-202.57	181.3939
X Variable 5	1.529412	2.990951	0.511346	0.644366	-7.98913	11.04795	-7.98913	11.04795

Regression Value is =0.261475

Value is positive. So there is a positive relationship between the Employee comfort and employee mind setup about job.

Inference: From the above analysis it is inferred that there is positive relationship between Employee comfort and employee mind setup about job.

6. Findings

From the study it is observed that,

➢ Majority 70% of the respondents are aged between 25-30 years

➢ Majority 53% of the respondents are having 1-10years experience in job.

➢ 31.3%of the respondents have work pressure stress.

- 33.3% of the respondents agree that they have to work overtime to complete the job.
- 26%of the respondents agree that they are dissatisfied when they are stressed
- Majority 31.3 of the respondents strongly disagree that work force made to absent.
- Majority 34.7% of the respondents strongly disagree that they do not have poor job performance when there is a stress.
- Majority 40%of the respondents are influenced by home environment factor.
- Majority 46.7% of the respondents strongly agree that the company provides opportunity to upgrade the knowledge.
- Majority 34.7% of the respondents are unable to relax when they face a problem.
- Majority 44% of the respondents sometimes control irritation at work.
- Majority 73% of the respondents do not feel hard to relax and have fun.
- Majority 40% of the respondents disagree that they have frustration at work.
- 34.7% of the respondents have good interpersonal relationship.
- Majority 60.6% of the respondents agree that they exchange ideas for the betterment of the team.
- 33% of the respondents don't have friendly environment.
- 39.3% of the respondents say knowing one's own strength and weakness makes one to cope up with stress formation.

7. Suggestions

From the study it is suggested that

- Organization should encourage employee to do regular exercise and utilize the recreational facilities available in the company.
- The organization can organize training programs on family dynamics and parenting skills in order to help the employees to manage their home affairs.
- Towards time management is one of the major causes for stress. So, the management can organize training program on time management skills for the employees.
- To improve the interpersonal relationship among the staff; regular program such as family get-to-gather, retreats can be organized.
- Employee must be encouraged to do meditation, and self analysis on their own strength and weakness to overcome stress.

8. Conclusion

Stress is a non-specific insists on the individual's body or intelligence to adapt a change physically or psychologically. The term stress is utilized to depict the attitude of a man who is required to go astray from typical to self wanted working in the work put as the after effect of chances, limitations or requests identifying with conceivably imperative business related outcomes. The impact of stress in the workplace on the workers physical health, mental well-being and effectiveness in the workplace has been increasingly documented in recent years. In today's competitive world, tension and stress have become a part of a great concern for employee. Many stress techniques have been put forth and some have succeeded and some have failed. Stress can be both positive and negative, which has an impact on the employee's performance at work. If taken positively, the results are positive, and if take in a negative way, may yield disastrous results. For most of the people, low to

moderate amount of stress enable them to perform their Job better. However, a high of stress or for that matter even low level stress spread over a long period, eventually takes its toll, and the performance declines.

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