

A STUDY ON STRESS MANAGEMENT IN ROOTS INDIA INDUSTRIES PRIVATE LIMITED

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ABSTRACT

Modern life is full of stress. Stress on individuals ranges from personal life to their organizational activities. Urbanization, industrialization and increase in scale of operations in the society cause increasing stress in changing environment, participation, introduction, transaction, planning and regulation between key issues, each with its own frustrations attached, people feed stress as they can no longer have complete control over what happens in life. There is no escape for stress in modern life.

Keywords : *Stress, Stress Management*

INTRODUCTION

Stress is a factor that everybody has to contend with on a daily basis both in the work and non-work spheres of life. Bottling up stress only makes the situation explosive at a later stage when one has reached the limit of one's capacity to endure it[5-11]. Since the body has only limited capacity to respond to stress, it is important for individual to optionally "manage" their stress to operate as fully functioning human beings. Fortunately, there several ways in which stress can be handled so that the dysfunctional consequences stress are dissipated. Relaxation, meditation, engaging in physical exercise and sports activities, and managing the work-to-home transitions are helpful in combating stress[1-4].

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- ❖ A study on job stress among the workers in Roots Industries India ltd

SECONDARY OBJECTIVES

- ❖ To study the various factors that cause stress to the employees.
- ❖ To identify the various measures to reduce stress.
- ❖ To provide suitable and effective steps to overcome the stress.

RESEARCH METHODOLOGY

SAMPLING DESIGN

The sampling design covers all the aspects of sampling such as the system of selection, preparation of sampling frame, size of sample, etc.

SAMPLE SIZE

The sample size of the research was 125.

In Roots Industries India Ltd there are 400 employees i.e., among them 125 employees were chosen as samples for the study[12-15].

SAMPLING METHOD

The sampling method used was convenience sampling.

SATISFACTION LEVEL OF INTERPERSONEL RELATIONSHIP

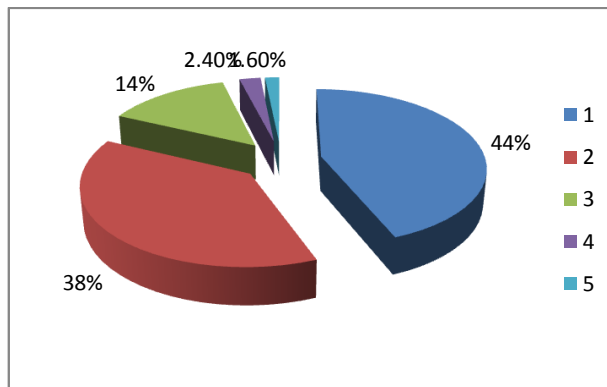
FACTORS	RESPONDENTS	PERCENTAGE
Strongly Agree	55	44
Agree	48	38
Neutral	17	14
Disagree	3	2.4
Strongly Disagree	2	1.6
TOTAL	125	100

INTERPRETATION

This table shows us about the relationship among the workers to get along well, here, 44% of the workers strongly agree that people get along well in the work place and 38% of the workers agree to this[16-21]. 14% of the workers neither agree nor disagree to this statement.44% strongly agree that people of the work group get along very well because interpersonal

relationship is very important in the working environment. 14% of the workers are neutral this may be according to their mentality.

SATISFACTION LEVEL OF INTERPERSONEL RELATIONSHIP



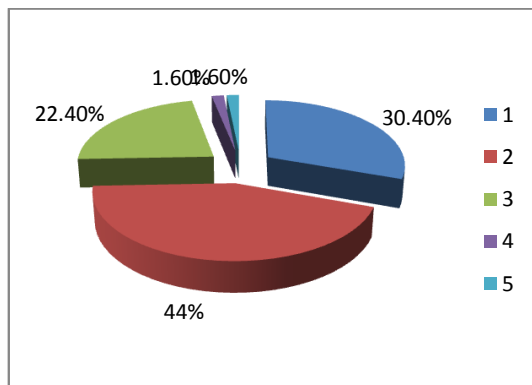
SUPERVISOR'S CONSIDERATION WITH THE EMPLOYEES

FACTORS	RESPONDENTS	PERCENTAGE
Strongly Agree	38	30.4
Agree	55	44
Neutral	28	22.4
Disagree	2	1.6
Strongly Disagree	2	1.6
TOTAL	125	100

INTERPRETATION

In this table it is clear that 44% of the workers agree that the supervisor consider their views while making decision, and 30.4% of the workers strongly agree to this and 22.4% of the workers neither agree nor disagree. 44% of the workers agree about the supervisor's consideration regarding decision making with the workers this may be creating awareness among the workers about what is happening inside the organization[22-26], and 22.4% of the workers are in neutral state this may be due to less involvement in what is happening inside the organization.

SUPERVISOR'S CONSIDERATION WITH THE EMPLOYEES



SATISFACTION REGARDING RELAXATION

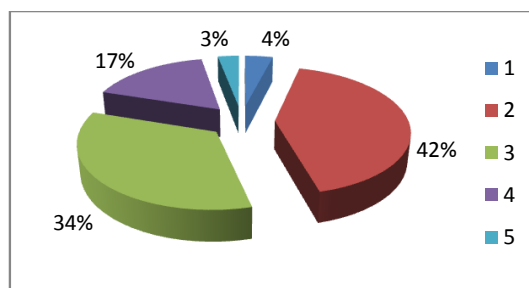
FACTORS	RESPONDENTS	PERCENTAGE
Strongly Agree	5	4
Agree	52	42
Neutral	43	34
Disagree	21	17
Strongly Disagree	4	3
TOTAL	125	100

INTERPRETATION

From the above table we could able to find that 42% of the workers are satisfied in relaxation and 4% of them strongly agree to this statement. And just 3% of the workers strongly disagree to this statement regarding relaxation and 34 % of the workers are neither agree nor disagree[27-31]. Here, 42% of the workers are satisfied with relaxation, means they work and relax simultaneously so they can enjoy the work and also increase the productivity[42-45]. Only

3% of the workers strongly disagree with relaxation in this case they may not enjoy the work because they feel that they need separate time for relaxation.

SATISFACTION REGARDING RELAXATION



CHI -SQUARE TEST

SUPERVISOR CONSIDERATION AND OPINION

Test Statistics

	Supervisor consideration	opinion
Chi-Square(a,b)	7.600	63.704
df	2	3
Asymp. Sig.	.022	.000

Source: Primary Data

Ho- There is no relation between Supervisor consideration and opinion.

H1- There is a relation between Supervisor consideration and opinion.

RELAXATION AND PRESSURE

Test Statistics

	Relaxation	Pressure
Chi-Square(a,b)	76.400	39.384
Df	4	3
Asymp. Sig.	.000	.000

Source: Primary Data

Ho- There is no relation between Relaxation and Pressure.

H1- There is a relation between Relaxation and Pressure.

HAZARD AT WORKPLACE AND ACHIEVABLE WORKLOAD

Test Statistics

	Hazard at Workplace	Achievable Workload
Chi-Square(a,b)	14.032	92.400
Df	2	4
Asymp. Sig.	.001	.000

Source: Primary Data

Ho- There is no relation between Hazard at Workplace and Achievable Workload.

H1- There is a relation between Hazard at Workplace and Achievable Workload.

FINDINGS

- Majority of the workers are in the age group from 26-35 with 64% as they have the ability to work in an effective manner[32-36].
- Among 125 respondents, 98.4% of them were male because as it is a manufacturing concern it may not suit for female workers to work comfortably.
- Among 125 respondents, 76% of them were married
- The majority of 34.4% of the workers have high work experience. (i.e.) from 11 -25 years may be due to their skill and efficiency in their work.
- From the analysis it is clear that 74.4% of their monthly income is from Rs 6,001-10,000, it is possible by the means of experience and nature of work.
- Table shows that 49% of the workers agree that people help each other; in the working environment it is important that the people should have helping tendency so that they can improve their ability[37-41].
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SUGGESTIONS

- The company may reduce job pressure at work place by the way of increasing smooth relationship between workers and superiors.
- The salary and compensation benefits may be increased to reduce stress level of the employees in the organizations.
- The company may take steps to provide training to the employees to cope up with the technological change.

- The company may provide counseling and conduct stress management programme to reduce stress among the workers at work place.
- The management may take steps to create awareness about the employee's role by giving clear job description.

CONCLUSION

This study evaluates that the level of stress faced by the respondents in the concern. It has been found that the company can reduce job pressure so that the stress level gets reduced and productivity increases. The company could provide more benefits so that the employee gets motivated and does the job willingly. The employee must be made aware of the job clearly and the risk involved in it before itself so that they don't get tensed and their stress decreases.

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