STRESS MANAGEMENT IN AUTOMOTIVE SEGMENT, CHENNAI

R. Ramamoorthy¹, S. Praveen Kumar²
¹Asst.Professor, ²Professor, Department Of Management Studies, BIST, BIHER, Bharath University, Chennai-73
¹pavithra.mba@bharathuniv.ac.in, ²praveenkumar.mba@bharathuniv.ac.in

Abstract: Stress management refers to the wide spectrum of techniques and psychotherapies aimed at controlling a person’s level of stress, especially chronic stress, usually for the purpose of improving everyday functioning. Stress produces numerous physical and mental symptoms which vary according to each individual’s situational factors. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being.

1.1 Objectives

1.1.1 Primary Objective

To find out the employees stress management in Brakes India Ltd –Press Shop

1.1.2 Secondary Objective

▪ To measures the level of stress of the employees.
▪ To find out the opinion for measure taken to release stress. [21]
▪ To investigate the source of negative pressure among professionals.
▪ To reducing the various methods of stress.[1-4]

2. Review of Literature

P.S. Swami Nathan, & Raj Kumar S. (2013) in their work on —Stress levels in Organizations and their Impact on Employees’ Behavior. They have conducted a study that focused on the[17] levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees’ individual in nature.[18]

Satija S. & Khan W. (2013) in their research work titled —Emotional Intelligence as Predictor of Occupational Stress among Working Professionals. According to them Occupational Stress is as same as Job Stress that needs to [19]be controlled at the workplace otherwise it will negatively effect on employee’s work attitudes & behavior. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress.[20]

Table 1. Pay Structure Satisfaction

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Present Job interesting</th>
<th>No.of respondents</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strongly Agree</td>
<td>45</td>
<td>56.25</td>
</tr>
<tr>
<td>2</td>
<td>Agree</td>
<td>12</td>
<td>15</td>
</tr>
<tr>
<td>3</td>
<td>Sometimes</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Disagree</td>
<td>9</td>
<td>11.25</td>
</tr>
<tr>
<td>5</td>
<td>Strongly disagree</td>
<td>6</td>
<td>7.5</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>80</td>
<td>100</td>
</tr>
</tbody>
</table>

2.1 Inference

The above mentioned table represents the pay structure 56.25% of the responders are strongly agreed,15% of the responders[22] are agreed,10% of the responders are mentioned some [5]times,11.25% are of the responders are disagree,7.5% of the responders are strongly disagreed. [16]
### Table 2. Relaxation Program Organized In Company

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Relaxation Program</th>
<th>No.of respondents</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Excellent</td>
<td>40</td>
<td>50</td>
</tr>
<tr>
<td>2</td>
<td>Very Good</td>
<td>20</td>
<td>25</td>
</tr>
<tr>
<td>3</td>
<td>Good</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Average</td>
<td>7</td>
<td>8.75</td>
</tr>
<tr>
<td>5</td>
<td>Poor</td>
<td>5</td>
<td>6.25</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>80</td>
<td>100</td>
</tr>
</tbody>
</table>

**2.2 Inference**

From the above mentioned table & chart the 50% of the responders are excellent the relaxation program organized by the organization, 25% of the responders are very good, 10% of the responders are mentioned good, 8.75% of the responders are average & balance 6.25% responders are mentioned poor. [11-15]

### Table 3. Manage Stress Arising From Work

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Relaxation Program</th>
<th>No.of respondents</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yoga</td>
<td>43</td>
<td>53.75</td>
</tr>
<tr>
<td>2</td>
<td>Meditation</td>
<td>21</td>
<td>26.25</td>
</tr>
<tr>
<td>3</td>
<td>Entertainment</td>
<td>14</td>
<td>17.5</td>
</tr>
<tr>
<td>4</td>
<td>Other Specify</td>
<td>2</td>
<td>2.5</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>80</td>
<td>100</td>
</tr>
</tbody>
</table>

**2.3 Inference**

The above mentioned table & chart represent the 53.75% of the responders are to manage the stress from work to do the Yoga practice, 26.25% of the responders are to manage the stress from work through meditation, 17.25% of the responders are to manage the stress from work through some entertainment, remains 2.5% of the responders are specified in other activity to manage the stress from the work. [23]

### 3. Findings

- 50% of the respondents are affected the back pain and 7.5% of the respondents are affected frequent headaches. [24]
- 75% of the respondents are says YES to manage the stress [7] effectively and 25% of the responders are says NO to manage the stress effectively.
- 50% of the respondents are says EXCELLENT in organizing the relaxation program and [8]
- 6.25% of the respondents are says POOR in organizing the relaxation program. [25-30]

### 4. Suggestions

- Organize a Stress Management Program that focuses on different leave categories of employee’s at all hierarchical level. [9]
- Take adequate steps to redesign jobs, which are taking to employee’s abilities and capacities.
- Adequate role clarification to be made whenever necessary to eliminate role ambiguity.
- Encourage open channel of communication to deal work related stress. [10]
- Attractive system of reward and recognition of good work.

### 5. Conclusions

- A majority of the employees face severe stress-related ailments and a lot of psychological problems.
- Stress in automotive sector mostly due to excess work pressure and work life imbalance the organization should support and encourage taking up roles that help them to balance work and family.
The productivity of the work force is the most decisive factor as far as the success of an organization is concerned.

In an age of highly dynamic and competitive world, man is exposed to all kind of stressors that can affect him on all realms of life.

References

10. Arul Selvi S., Sundararajan M., SVM based two level authentication for primary user emulation attack detection, Indian Journal of Science and Technology, v-9, i-29, pp-., 2016.
23. Mathew S., Brindha G., An empirical study on competency mapping â€“ A tool for talent management,