

An analysis of occupational stress level among employees in Sakthi sugars limited, Appakudal

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Abstract

The success of every organization is depends on employee's performance. Those employees have to work in a clear mindset so as to produce high productivity that leads to attainment of organization's goals in a targeted period. It may be disturbed due to occupational stress. The Stress is a mental and physical condition that results from a perceived threat of danger (physical or emotional) and the pressure to remove it. The potential for the stress exists when an environmental situation presents a demand threatening to exceed a person's capabilities and resources for meeting it. Stress is an adaptive response to an external factor that results in physical, psychological or behavioral deviations in an individual. The paper focuses on to identifying the factors that causes stress and to provide some suggestions to reduce the stress level in an organization.

Keywords: occupational stress, analysis, Sakthi sugars limited, organization, employees

Introduction

Stresses in general and organizational stress in particular are universal and frequently disabling phenomenon. The increasing acceptance of the inevitable and functionality of executive stress reflect growing of both theory and practice of stress management. The term employee around the world includes, as a rule, a part of the organization who is considered to be an asset to the organization. These employees are considered to the back bone of both organization and the entire economy. Employees are the persons responsible for achieving the organizational goals through their effectiveness and hard work.

Frequently employees find themselves in isolated positions. They are often caught between trying to satisfy the need of their staff on one hand and fulfilling their wishes of their superior on the other. They also have to make difficult secessions during various processes. Differences in perception can cause some stress to be good stress rather than bad stress.

1.1 Need for the Study

Over the past couple of decades, many efforts have been taken to help employees to manage occupational stress but still there are signs of abatement. This is the criteria, which made the research to choose the topic, has enabled to get an overview of the particular organization. Hence, the researcher has focused the attention on the stress, strain and pressure on individual in work place and in family.

Modern civilization has made the life of man more complex, full of hazard of his own creations. Ours is considered an art of strain, frustration, conflict, tension, anxiety have become regular features of life. Arising both at work and at home, these conditions have a detrimental effect on the behavior of people, which ultimately results in organizational inefficiency and sickness.

In this present corporate scenario it has become necessary to reduce the occupational stress of their employees to yield more output of good quality. Thus the need for the study of occupational stress level among the Employees raised and the

demand for techniques to reduce occupational stress level is increasing day by day due to enormous pressure imposed on the employees.

1.2 Objectives of the Study

- To study the factors causing stress among the employees.
- To study the stress related ailments among the employees.
- To ascertain the employees satisfaction on working condition and job tension.

1.3 Scope of the Study

This study has been undertaken to assess the Occupational Stress Level of the select Sugar mill. The present study is confined only with Sakthi Sugars Limited, Appakudal. The study focuses its attention on the factors causing stress among the employees and the stress related ailments among the employees.

2. Review of Literature

1. Kopp, Maria S; Stauder, Adrienne; Purebl, Gyorgy; Janszky, Imre; Skrabski, Arpad in their research paper titled "Work stress and mental health in a changing society" (2008) they conducted a study indicates that a cluster of stressful working and psychosocial conditions are responsible for a substantial part of variation in self reported mental and physical health with work related factors.
2. Coetzer, and W.J.; Rothmann, S. In their article titled "Occupational stress of employees in an insurance company", (2006) they identified occupational stressors for employees in an insurance company. The results showed that job insecurity as well as pay and benefits were the highest stressors in the insurance industry. They also assessed the relationships between occupational stress, ill health and organizational commitment.

3. Yates, and Iva in their research work titled “Reducing Occupational Stress”, (2005) the survey explains in detail that 40% of worker in a manufacturing company reported that their job was very stressful and another 25% expressed that this job was extremely increasing the stress towards their family life, this survey has identified various job conditions that can be adopted to maintain a stress less work life which leads to a stress less family life.

3. Data and Methodology

This study is focused on accurate description of the variables resent in the problem. The researcher by adopting descriptive study aims at Evolving new insight and ideas to formulate a complete and comprehensive picture of stress affecting the efficiency of employees.

To carry out the study, samples of 140 employees were taken out of 1400 employees from Sakthi sugars Ltd. at Appakudal. Primary data is the data gathered directly from respondents through questionnaire as the tool for fulfillment of study and also Secondary data has been collected from websites and magazines etc.

3.1 Statistical tools applied for the analysis:

- Chi-square test
- Correlation

4. Data Analysis

H0: There is no relationship between Work Overload and Job Tension

H1: There exists relationship between Work Overload and Job Tension

Table 4.1: Chi-Square Analysis for Work Overload and Job Tension

Work Overload	Agree	Disagree	No opinion	Row Total
Job Tension				
Always	13	2	3	18
Sometimes	90	15	4	109
Never	7	4	2	13
Column-total	110	21	9	140

Observed Frequency (o)	Expected Frequency (E)	O-E	(O-E) ²	(O-E) ² /E
13	14.15	-1.15	1.32	0.09
2	2.7	-0.7	0.49	0.19
3	1.15	1.85	3.42	2.97
90	85.64	4.36	19.01	0.23
15	16.35	-1.35	-1.82	0.11
4	7.00	-3.00	9.00	1.28
7	10.22	-3.22	10.36	1.01
4	1.95	2.05	4.20	2.15
2	0.84	1.16	1.34	1.60
Total				9.64

Calculation of the Expected Frequency

Expected Frequency $Expected\ Frequency = RT * CT / N$

Similarly the calculations for the remaining expected values were carried out.

Calculated value of chi-square λ^2	=	9.64	
Degree of Freedom	=	(r-1) (c-1)	
	=	(3-1) (3-1)	= 4
Level of Significance	=	5%	
Table Value	=	9.49	

Since the calculated value of chi-square is higher than the table value, Ho is rejected at 5% level of significance.

There is significant relationship between Work Overload and Job Tension.

Therefore, it can be concluded by saying that Work Overload has significant relationship with stress.

H0: There is no relationship between Insomnia and Job Tension

H1: There exists relationship between Insomnia and Job Tension

Table 4.2: Chi-Square Analysis for Insomnia and Job Tension

Insomnia Job tension	Agree	Disagree	No Opinion	Row total
Always	16	7	5	28
Sometimes	54	27	13	94
Never	4	5	9	18
Column-total	74	39	27	140

Observed Frequency (O)	Expected Frequency (E)	O-E	(O-E) ²	(O-E) ² /E
16	14.8	1.2	1.44	0.09
7	7.8	-0.8	0.64	0.08
5	5.4	-0.4	0.16	0.02
54	49.69	4.31	18.57	0.37
27	26.19	0.81	0.65	0.02
13	18.13	-5.13	26.31	1.45
4	9.51	-5.51	30.36	3.19
5	5.01	-0.01	0.0001	0.00002
9	3.47	5.53	30.58	8.81
Total				14.0645

Calculation of the Expected Frequency :

Expected frequency $Expected\ frequency = RT * CT / N$

Similarly the calculations for the remaining expected values were carried out.

Calculated value of chi-square λ^2 = 14.0645

Degree of Freedom = (r-1) (c-1)

= (3-1) (3-1) = 4

Level of significance = 5%

Table value = 9.49

Since the calculated value of chi-square is higher than the table value, Ho is rejected at 5% level of significance.

There is significant relationship between Insomnia and Job Tension.

Therefore, it can be concluded by saying that Insomnia has significant relationship with stress.

H0: There is no relationship between Working Condition and Job Tension

H1: There exists relationship between Working Condition and Job Tension

Table 4.3: Chi-Square Analysis for Working Condition and Job Tension

Working Condition Job Tension	Agree	Disagree	No Opinion	Row Total
Always	4	14	2	20
Sometimes	54	27	13	106
Never	2	10	2	14
Column-total	39	84	17	140
Observed Frequency (O)	Expected Frequency (E)	O-E	(O-E) ²	(O-E) ² /E
4	5.57	-1.57	2.46	0.44
14	12	2	4	0.33
2	2.43	-0.43	0.18	0.07
33	29.53	3.47	12.04	0.40
60	63.6	-3.6	12.96	0.20
13	12.87	0.13	0.01	0.0013
2	3.9	-1.9	3.61	0.92
10	8.4	1.6	2.56	0.30
2	1.7	0.3	0.09	0.05
Total				2.74

Calculation of the Expected Frequency :

Expected Frequency $Expected\ frequency = RT*CT/N$

Similarly the calculations for the remaining expected values were carried out.

Calculated value of chi-square $\lambda^2 = 2.74$

Degree of Freedom = (r-1) (c-1)
= (3-1) (3-1) = 4

Level of significance = 5%

Table value = 9.49

Since the calculated value of chi-square is less than the table value, Ho is accepted at 5% level of significance.

There is no significant relationship between working condition and job tension.

Therefore, it can be concluded by saying that working condition has no significant relationship with stress.

Correlation Analysis

Table 4.4: Table showing the association of significant between Cordial relationship with other departments and Relationship with Family members

x_i	51	76	13
y_i	73	36	31

i	x _i	y _i	(x _i - \bar{x})	(y _i - \bar{y})	(x _i - \bar{x}) ²	(y _i - \bar{y}) ²	(x _i - \bar{x}) (y _i - \bar{y})
1	51	73	4.33	26.33	18.75	693.27	105.32
2	76	36	29.34	-10.67	860.84	113.85	- 313.06
3	13	31	- 33.67	-15.67	1133.67	245.55	527.61
Total	140	140	0	0	2013.26	1052.67	319.87

$\bar{x} = 46.67$

$\bar{y} = 46.67$

$\sum (x_i - \bar{x})^2 = 2013.26$

$\sum (y_i - \bar{y})^2 = 1052.67$

$\sum (x_i - \bar{x}) (y_i - \bar{y}) = 319.87$

$r = 0.2197$

As the value of r (correlation) is resulted in positive, it is concluded that there is close positive correlation between

Cordial relationship with other departments and Relationship with Family members

Table 4.5: Table showing the association of significant between Cordial relationship with other departments and Relationship with Friends/Relatives

x_i	51	76	13
y_i	70	70	0

i	x_i	y_i	(x_i - \bar{x})	(y_i - \bar{y})	(x_i - \bar{x})²	(y_i - \bar{y})²	(x_i - \bar{x}) (y_i - \bar{y})
1	51	70	4.33	23.33	18.75	544.29	101.02
2	76	70	29.34	23.34	860.84	544.76	684.80
3	13	0	- 33.67	-46.67	1133.67	2178.09	1571.39
Total	140	140	0	0	2013.26	3267.14	2357.21

$$\bar{x} = 46.67$$

$$\bar{y} = 46.67$$

$$\sum (x_i - \bar{x})^2 = 2013.26$$

$$\sum (y_i - \bar{y})^2 = 3267.14$$

$$\sum (x_i - \bar{x}) (y_i - \bar{y}) = 2357.21$$

$$r = 0.9190$$

As the value of (correlation) is resulted in positive, it is concluded that there is close positive correlation between Cordial relationship with other departments and Relationship with Friends/Relatives.

5. Summary of Findings

1. From the analysis that, 14.28% of the respondents always feel job tension due to working condition,
2. The study reveals that, 17.86% undergo stress due to administrative practice
3. The study reveals 45.72% of the respondents undergo stress when there is role ambiguity.
4. From the analysis only 32.14% of the respondents agree that lack of participation in decision-making causes stress 62.86% of the respondents disagree that lack of participation in decision making.
5. The study reveals that 59.28% of the respondents agree that an inadequate financial resource leads to stress.
6. The study reveals that 70% of the respondents agree that travelling produce stress
7. The study reveals that 52.86% of the respondents undergo stress with leads to insomnia, 35.71% of the respondents undergo stress due to anxiety, 7.14% of the respondents undergo stress due to nervousness and 4.29% suffer from breathlessness.
8. The study depicts that 67.85% of the respondents do not practice yoga or relocation exercise and only 32.15% of the respondents practice yoga or relaxation exercise. Therefore, sizeable parentage of respondents does not practice yoga or other relaxation exercise.
9. From chi- square test, it was found that stress by Work overload and Insomnia has close connection with job tension. Working condition has no connection with job tension.
10. From Correlation, it was found that Cordial relationship with other departments and relationship with Family members has close positive correlation.

11. From Correlation, it was found that Cordial relationship with other departments and relationship with Friends/Relatives has close positive correlation.

6. Suggestions

1. From the findings we can understand that few employees have opinion that working condition causes stress, so the management could improve the working condition, to reduce the stress level of the employees
2. The findings depicts that 40% of the respondents undergo stress when there is a role ambiguity. The organization should develop a appropriate job specification and role clarity to avoid the stress
3. Greater participation in decision – making process may enhance an individual’s own self – esteem and feelings of control and there by reduce job - dissatisfaction. This can be achieved by the following guidelines.
 - To provide a superior and cohesive workgroup.
 - Participation should not be illusory.
 - Decisions on which participation is based should not be trivial to the people concerned.
 - Decisions should be relevant.
4. Apart from yoga, some other techniques can be included such as mediation, relaxation strategies that consists of breathing exercise, progressive relaxation, self – hypnosis, mental imaginary and visualization.
5. The employees should spend few minutes every day in doing self –assessment of what they are and where they are in life and career, which will enable them to be in a clear state of mind.
6. Techniques such as role – playing, time management training, personal growth groups, team building activities can be used in stress prevention and reduction programs. Employees can develop a system of time management that helps the individual to plan the day without becoming a stressor itself. When individuals have scheduled his time remember to leave time for play, for hobbies and friends and time for simple relaxation.

7. Conclusion

The study has made clear the stress level among employees in Sakthi Sugars limited, Appakudal. The factors, which contribute to stress, have been ascertained. The study has revealed the coping level of stress by the employees and the coping mechanism adopted to manage stress at home as well as in the work environment. The study made explicit that a sizeable majority of employees have medium stress level.

The study has also contributed in to way of suggestions, which will enable the employees to avoid and cope with stress skillfully in their day - to - day life. Both the individual and the organization must accept some responsibility in the management and control of stress. The first important step is to recognize a need to deal with stress but this must be matched equally with determination and patience, if change is to be effectively introduced and maintained.

In the conclusion, it could be said that it is the duty of the company and family members of the employees to provide good organizational climate and family environment in order to enable them to cope with stress.

8. References

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