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### **A study on stress management in sakthi gear products with special reference to Coimbatore**

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#### **ABSTRACT**

Effective techniques for stress management are varied. They characteristically include actions that improve bodily fitness, such as nourishment and workout, but may also incorporate plans that improve cognitive and emotional functioning. The stress-reduction technique based on mindfulness practices has recently enjoyed a bang of attention from a variety of healthcare and epidemiological investigators. The concept of mindfulness, which originates from practices of Buddhism, is defined as an absorbed consciousness of one's experience, and purposeful and non-judgmental focus on the present moment.

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#### **INTRODUCTION**

Stress is the way humanoid existences react both bodily and spiritually to changes, proceedings, and circumstances in their lives. People knowledge stress in dissimilar ways and for dissimilar reasons. The response is founded on your insight of an event or situation. If you view a condition. Distress is the more acquainted form of stress. The other form, eustress, results from a "positive" view of an event or condition, which is why it is also called "good stress. "In every day's life people are subjected to a wide range of weights. Similarly, there are also a wide range of resources and plans for coping with pressure. Occasionally people cope well and will not feel that the weight is having any adverse result upon them. At other times they will have worry in dealing with the situation and that is when we may use the term "stress" [1, 2].

#### **STATEMENT OF THE PROBLEM**

The risky work stress also makes an employee feel, do not appreciated, and cause performance to failure. This is because employees can't think well and get lazy to work. This study is important

because of the problem is not resolved. It may cause problems to the organization and employees in the future [3].

#### **OBJECTIVES OF THE STUDY**

- To Identify the demographic Profile of the Respondent.
- To Identify the Personal Factors Causing Stress.

#### **SCOPE OF THE STUDY**

- To identify that, the employees at different levels facing the stress in the organization and how much mentally they are fit to face this kind of stress.
- To learn the ways, the organization deals to handle the kind of stress that the employees face.

#### **LIMITATIONS OF THE STUDY**

- Some of the information given by the respondent may be bias.

- Could not collect the information from all the employees of organization because of busy schedule of employees.
- The questions that are asked being personal, some of them hesitated to answer it.

## LITERATURE REVIEW

Khalid A. (2012)- There is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Hence, a supportive leader can improve the performance of an employee even at unfavorable situations.

Charu M. (2013)- He in his study stated that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of work life. The main reason of stress amongst the associates of IT industry is the rapid change in technology.

P.S. Swami Nathan, Raj Kumar S. (2013)- He conducted a study that focused on the 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 employee is very individual in nature. His study indicates about an optimum Level in which every individual can perform with his full capacity.

## RESEARCH METHODOLOGY

### Research design

A Master plan that specifies the method and procedures for collecting and analyzing needed information.

### Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in

selecting some sampling units from which inferences about the population is drawn.

### Probability sampling

Probability Sampling is a sampling technique in which sample from a larger population is chosen using a method based on the theory of probability. For a participant to be considered as a probability sample, he/she must be selected using a random selection.

### Simple random sampling

- Free from personal bias.
- Every member of population has equal chance of being included sample.
- Sample obtained and referred to as random sample

### Size of the sample

The Sample size is 136.

## DATA COLLECTION METHOD

### Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire cum Enumeration Method.

### Secondary data

These are data which are already collected and used by someone preciously. The data are collected from journals, magazines and websites.

## STATISTICAL TOOLS USED

To analyse and interpret collected data the following simple percentage and ranking were used.

### Simple percentage analysis

To analyse and interpret collected data the following simple percentage and ranking were used.

**Formula**

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

**Chi-square test**

A Chi-Squared Test is a statistical hypothesis test where the sampling distribution of the test statistic is a chi-squared distribution when the Null Hypothesis is true. It is used to determine whether there is a significant difference between the expected frequencies and the observed frequencies in one or more categories. The purpose of the test is to evaluate how likely it is that the Null Hypothesis is true, given the observations.

**Formula**

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where,  $O_i$  – Observed frequency  
 $E_i$  – Expected frequency

**DATA ANALYSIS**

The Respondents participated in the research are from diversified background with gender, age group, marital status and educational qualification, monthly income, family type, job experience.

**Table no 1: Demographic profile of the respondents**

Details of the Respondents		No. of Respondents	Percentage
Gender	Male	117	86
	Female	19	14
	Total	136	100
Marital Status	Married	77	57
	Unmarried	59	43
	Total	136	100
Age	Below 25 years	45	33
	25 – 45 years	75	55
	Above 45 years	16	12
	Total	136	100
Educational qualification	School level	20	15
	ITI	34	25
	Diploma	44	32
	Bachelor degree	38	28
	Total	136	100
Monthly income	5000-10000	25	18
	10000- 20000	78	57
	Above 25000	33	25
	Total	136	100

**INTERPRETATION**

From this above table, it is evident that respondents are mostly 86% of the respondents are male, 14% are female. Marital Status of the respondents, 57% of the respondents are married, 43% of the respondents are unmarried. Age of the respondents, 33% of the respondents is below 25 years, 55% of the respondents are 25-45 years, and 12% of the respondents are above 45 years. Educational qualification of the respondents, 15%

of the respondents are school level, 25% of the respondents are ITI, 32% of the respondents are diploma, 28% of the respondents are bachelor degree. Monthly income of the respondents, 18% of the respondents are under 5000-10000, 57% of the respondents are under 1000-20000, 25% of the respondents are above 25000. Family type of the respondents, 85% of the respondents are in nuclear family, 15% of the respondents are in joint family. Job experience of the respondents, 28% of the

respondents is less than 2 years, 53% of the respondents are 2-5 years, and 19 % of the respondents are above 5 years.

## CHI-SQUARE

### Null hypothesis H0

There is no significant relationship between age of the respondents and workload.

### Alternative hypothesis H1

There is a significant relationship between age of the respondents and workload.

**Table No 2: To Identify the Personal Factors Causing Stress**

	Test Statistics	
	Age	Work load
Chi-Square	38.397 <sup>a</sup>	53.779 <sup>a</sup>
Df	2	4
Asymp. Sig.	.000	.000

- a) 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell Frequency is 45.3.
- b) 0 cells (0.0%) have expected frequencies Less than 5. The minimum expected cell Frequency is 27.2.

- 7) 7.85% of the respondents are in nuclear family
- 8) 8.53% of the respondents are working above 5 years

## INTERPRETATION

It is evident from the result that calculated value is greater than table value and we reject null hypothesis that there is a significant relationship between age and job experience provided by sakthi gear products.so alternative hypothesis is accepted.

## FINDINGS

- 1) There is a significant relationship between age of the respondents and work load.
- 2) 86% of the respondents fall under the gender group of Male.
- 3) 57% was married among the 136 respondents
- 4) Age group of the 55% respondents fall under the category of 25 -45 years.
- 5) 5.32% of the respondent's educational qualification is diploma
- 6) 6.57% of the respondents are earning up to 10000-20000

## SUGGESTION

- 1) Work can be properly delegated to the employees to avoid overload of work, which could cause stress.
- 2) Organizing stress management programme that focuses on different categories of employees at all hierarchical level.
- 3) The adequate time can be given to the employees to finish their work.
- 4) The barriers between the employees and the manager can be broken and they can have regular communications.

## CONCLUSION

Stress helps you to deal with life's challenge, to give your best performance, and to meet a tough situation with focus. The body's stress response is important and necessary. Though, when too much pressure builds up, you may meet many bodily and expressive fitness difficulties. If you don't contract with stress, the fitness difficulties can stay with you and degenerate over the course of your life.

## REFERENCE

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