



International Journal of Intellectual Advancements and Research in Engineering Computations

A study on role of stress level of employee during productivity with special reference to arun fabrics, Erode

Dr.B.Girimurugan MBA¹, M.Phil., PHD., C.Ramesh²

¹Associate Professor, Department of Management Studies, Nandha Engineering College
(Autonomous)

²II-MBA, Nandha Engineering College, Erode

ABSTRACT

Job stress is negatively related to performance. In other words, higher the stress, lower the performance. Workplace stress derives from many sources. It can be a demanding boss, annoying co-workers, rebellious students, angry customers, hazardous conditions, long commutes and a never-ending workload. Your work performance is also affected by stressors such as family relationships, finances and a lack of sleep stemming from fears and anxieties about the future. How you handle the effects of stress depends on whether it is easier to change the situation or change your attitude toward it. In order to maximize the return on investment organizations are empowering employees to work to their fullest potential.

INTRODUCTION

Job stress is an outcome or response to certain stimuli in the environment. Nowadays, job stress has become more apparent and leads to low morale of employees. The causes for job stress can be attributed to technological changes, competitive life styles and various other social factors. Job stress is a double-edged sword; it can be both productive and counter-productive. It can be productive when it helps or motivates people to work more and perform well. It will allow them to explore opportunities and leads to enhanced job productivity. It can be counter-productive when external factors create more pressure to work but doesn't lead to concrete outcome. Job stress is prevailing in every employee's day-to-day life and it impacts their job performance. The job stress can occur due to several factors like overwork, workload, low salaries, lack of incentives, motivation at work, recognition etc. Maki *et al.* (2008) in their study titled "Work stress and new onset migraine in a female employee population" analysed the outcome of stress on health issues.

They posited that female employees encountered a new migraine as a result of more stress at job. They incorporated job strain model and effort reward imbalance model, and found around 19469 female employees with no history of migraine at study entry, to have encountered migraine. The proportion of new migraine cases was attributed to high effort-reward imbalance [1].

STATEMENT OF THE PROBLEM

The extreme work stress also makes an employee feel do not valued and cause performance to decline. This is because employees can't think well and get lazy to work. The emotional exhaustion, negative self-evaluations, and lowered self-esteem are also associated with worker stress. The enough stress can inspire employees' potential and the job performance will increase [2].

Author for correspondence:

Department of Management Studies, Nandha Engineering College, Perundurai – 638052

OBJECTIVES OF THE STUDY

1. The objective of the study is to identify the existence of work stress in the organization during the seasons.
2. To study the impact of work stress during seasonal time.
3. To suggest various measures for overcoming stress.

SCOPE OF THE STUDY

- This study helps for decision making and policy making with regard to the employee stress.
- The study also adopted by organization for managing the work stress of the employees.
- This study helps to understand the efficiency of workers [3].

LIMITATIONS OF THE STUDY

1. An in-depth study of the company could not be carried out due to less time.
2. This study is made in employee working hours so it is difficult to interact with employee in less duration given for survey.
3. There was a bias among the respondent while answering the questionnaire.

LITERATURE REVIEW

1. Imrab et al (2013) found that stress is responsible for decreasing the performance of bank employees.
2. Ahmed & Ramzan (2013) too found a negative correlation between stress and job performance i.e as the stress increases the job performance goes down and vice-a-versa.
3. Usman Ali et al (2014) found that workload, role conflict, and inadequate monetary reward are the prime reasons of causing stress in employees that leads to reduced employee efficiency.

RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The Methodology may include Publication Research, Interviews, Surveys and Other Research Techniques and could include both Historical and Present Information.

Research design

- ✓ Research Design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that we will effectively address the Research Problem.
- ✓ It constitutes the blueprint for the Collection, Measurement and Analysis of Data.

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 that utilizes some form of random selection. In order to have a random selection method, you must set up some process or procedure that assures that the different units in your population have equal probabilities of being chosen.

SIMPLE RANDOM SAMPLING

- The Sampling Method used in this study is Simple Random Sampling.
- A Simple Random Sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen.

Size of The Sample

The Sample size is **100**.

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's 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

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

HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondents; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes

of such ranking have been converted into score value with the help of the following formula: Percent Position = $100 (R_{ij} - 0.5) / N_j$ Where R_{ij} = Rank given for the i th variable by j th respondents N_j = Number of variable ranked by j th respondents.

DATA ANALYSIS

The Respondents participated in the research are from diversified background with gender, age group, marital status and educational qualification.

Table No: 1 Demographic Profile of the Respondents

Details of the respondents		No. of Respondents	Percentage
Gender	Male	46	46
	Female	54	54
	Total	100	100
Age Group (in Years)	Below 25	42	42
	26 – 35 years	46	46
	36 – 45 Years	10	10
	Above 40	2	2
	Total	100	100
Education Qualification	SSLC	30	30
	HSC	14	14
	DEGREE	28	28
	NONE	28	28

	Total	100	100
Experience	Below 1 years	34	34
	1 – 4 years	40	40
	4 – 8 years	18	18
	Above 8 years	8	8
	Total	100	100
Monthly income	Below 8000	40	40
	Below 15000	26	26
	Below 20000	24	24
	Below 30000	10	10
	Total	100	100
Marital Status	Single	60	60
	Married	40	40
	Total	100	100

INTERPRETATION

From this table it evident that respondents are mostly 92% of the respondents are male, 8 % are female. Age of the respondents, 42% of the respondents are below 25 years , 46% of the respondents are 26-35 years, 10% of the respondents are 36-45, 2% of the respondents are above 46 years. Education qualification of the respondents, 30% of the respondents is SSLC, 14% of the respondents are HSC, 28% of the respondents are DEGREE, 28% of the respondents

are NONE. Experiences of the respondents, 34% of the respondents are below 1 year, 40% of the respondents are 1-4 years, 18% of the respondents are 4-8 years, 8% of the respondents are above 8 years. Monthly income of the respondents, 40% of the respondents are below 8000, 26% of the respondents are below 15000, 24% of the respondents are below 20000, 10% of the respondents are below 30000. Marital status of the respondents, 60% of the respondents are single, 40% of the respondents are married

Table No: 2

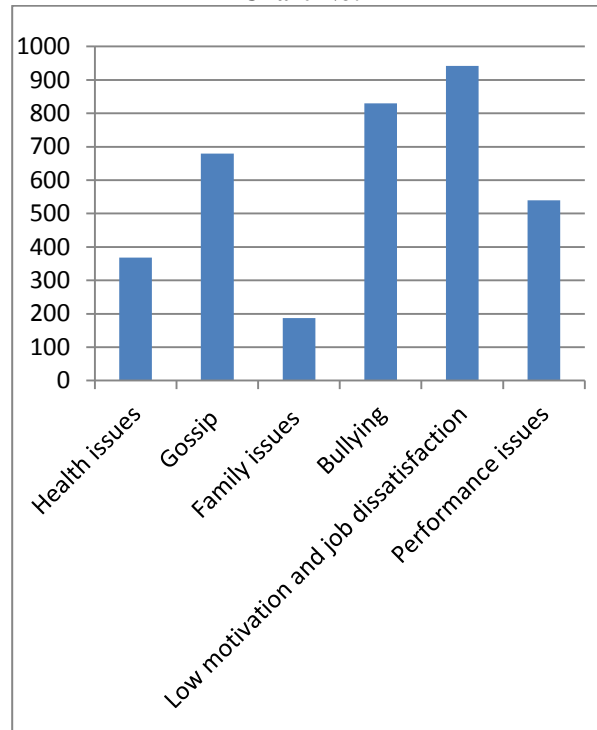
Problem	Mean score	Total score	Rank
Health issues	184	368	5
Gossip	170	680	3
Family issues	187	187	6
Bullying	166	830	2
Low motivation and job dissatisfaction	157	942	1
Performance issues	180	540	4
Lack of support	91	105	10
Job insecurity	145	150	8
Lack of equipment	159	180	7
Harassment	135	120	9

INTERPRETATION

From the above table it is evident that “Low motivation and job dissatisfaction” ranked as no.1 with total score of 942 points, “Bullying” ranked as no.2 with total score of 830 points, “Gossip” ranked as no.3 with total score of 680. “Performance issue” ranked as no.4 with total

score of 540. “Health issue” ranked as no.5 with total score of 368. “Family issue” ranked as no.6 with total score of 187. Lack of equipment ranked as no.7 with total score of 180. Job insecurity ranked as no.8 with total score of 150. Harassment ranked as no.9 with total score of 120. Lack of support ranked as no.10 with total score of 105.

Chart No: 1



FINDINGS

- “Low motivation and job dissatisfaction” ranked as no.1 with total score of 942 points.
- “Bullying” ranked as no.2 with total score of 830 points.
- “Gossip” ranked as no.3 with total score of 680.

- ✓ The employees should be regularly motivated by giving rewards, bonus, incentives, medical insurance etc., and the yearly tour should be arranged for employees.
- ✓ A skills analysis and job evaluation to be conducted in order to identify the staffing gaps so as work is distributed evenly. This will improve their performance and job satisfaction.

SUGGESTIONS

- ✓ For enhancing the performance of the employees the management should provide training to their employees to control over the stress and attain the high level of job satisfaction.
- ✓ The employees also can try to overcome their stress through some exercises, yoga and meditation.

CONCLUSION

In determining workplace stress and its effects on employee’s performance the study revealed that time pressure is one of the main factor that hinders performance due to the fact employees reach a burnout level that they can no longer produce effectively. Furthermore they lack work life balance and thus stressed on how to balance the

two which hinders their performance in a huge percentage. Physical Demand of the Job also affect employees performance to a certain level though not as much as time pressure however if the physical demand increases higher it will have a direct impact on the Time Pressure. Salary has some impact son employee's performance but it is

at a manageable level as much as employees are not satisfied with their pay but they are not thinking of looking for a better paying job. This is as a result that Government Salaries are structured and governed by Salary and Remuneration Commission and not like private organization that they can increase at their discretion.

REFERENCES

- [1]. Wood, J. A., Interrelationships of role conflict, role ambiguity, and work-family conflict with different facets of job satisfaction and the moderating effects of gender. *Journal of Personal Selling & Sales Management* 23, 2003, 99-113)
- [2]. Bariz, A.E., Blume. N.E., & Rose, J. Gender Differences Self-Report Measures of Anger *Journal of Social Behaviour and Personality*, 11(5), 1996, 241 - 253.
- [3]. Campbell-Jamison, F., Worrall, L & Cooper.C. Downsizing in Britain and its effects on survivors and their organizations *Anxiety, Stress and Coping*.14(1), 2001, 35- 58.