A Study on Stress Management of Employees at Shree Vari Multiplast India (P) Limited, Perundurai

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ABSTRACT: Stress is the factor that deviates from the normal behavior of the employees in the organization. To increase the productivity of the employees in the industries the employees have to work in peace of mind without any stress factor. So the employee has to work with normal behavior without stress in the organization. In this research work the design used for the study is a descriptive research design. To conduct an in-depth study about occupational stress among the employees of Shree Vari Multiplast India (P) Limited, Perundurai. To identify the factors which cause stress and working conditions of the employee. The scope of the study is to analyze the occupational stress among the employees. The study was conducted for three months, covering various departments in the industry. This study deals with the Probability sampling procedure where this Simple Random sampling method is adopted. The total sample size consists of 152 employees in the industries. The tools used are percentage Analysis, Cross Tabulation, Correlation, ANOVA, and regression to prove that certain factors are dissatisfied by the respondents and the suggestions are given to improve the life of employees without stress factors in the industries.

KEYWORDS: Stress Management, Work, Employees, Job Satisfaction.

I. INTRODUCTION OF THE STUDY

Employee stress Management is a broad term that encompasses education, facilitation, and training in the impact that stress is having on an individual or group. The field of stress management teaches and promotes skills to relieve the accumulated.

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the motive of improving everyday functioning. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors.

Stress Management is a broad term that encompasses education, facilitation, and training in the impact that stress is having on an individual or group. The field of stress management teaches and promotes skills to relieve the accumulated.

NEED OF THE STUDY

The stress level among employees decreases performance and also deteriorates physical and intellectual functioning. High stress affects creative performance and results in forgetfulness, frequent mistakes, restlessness, lack of concentration, or irritability. Stress being an invisible factor, may affect any person, any organization, and people involved in it. The study focuses on analyzing the stress level and the importance of stress management for employees under high pressure and high workload in the company

STATEMENT OF THE PROBLEM

Stress is one of the most important things that play a major role in human life. Since all companies depend upon manpower, it is one of the important issues to be taken care of and also it has become a major concern of modern times. Stress can cause harm to employee's health and performance. Work-related stress may lead to sickness, high turnover, and high absenteeism. Job stress is a condition arising from the interaction of people that forces deviate from their timing. So it becomes necessary for every organization to know about the level of stress among the employees and its consequences so that the company can overcome it.

OBJECTIVES OF THE STUDY

Primary objectives:

- To conduct an in-depth study about occupational stress among the employees of Shree Vari Multiplast India (P) Limited, Perundurai.

Secondary objectives:

- To identify the factors which cause stress and working conditions of the employee.
- To analyze the psychological problems of the employees and the counseling services provided for the employees.
- To give suitable suggestions to reduce occupational stress.
- To identify measures for to stress management level of the employees.

SCOPE OF THE STUDY

- The topic selected was "Stress Management" and conducted the study in manufacturing industries. is to evaluate whether the proper recreational activities will influence the morale and loyalty of employees toward the organization.
- And whether these activities area helps to reduce absenteeism and employee turnover and help to create a better organizational image, Moreover. How the proper stress management techniques help to increase productivity and also to attain the organizational objectives.

LIMITATIONS OF THE STUDY

- This study was conducted with 152 employees in the company.
- The study was conducted in a short period.
- During the collection of the data, many employees were unwilling to fill out the questionnaire due to lack of time. Respondents were having a feeling of wastage of time for them.
- Few employees and executives responded very much because of their busy work schedules.
- Rating behavior on an appraisal of an employee is quite difficult

II. REVIEW OF LITERATURE

Singh and Sehgal (2023) "Men and Women in Transition: Patterns of Stress, Strain and Social Relations," explore stress and strain patterns among men and women, including single- and dual-career couples. Their findings indicate no significant differences in stress dimensions between male and female managers, although gender differences were observed in strains. Additionally, two large databases of experimental results for concrete specimens tested under uniaxial and triaxial compression were compiled through a comprehensive literature review.

Shah's (2023) "Role Stress in the Industry: A Study of Banking Organisations," provides a thorough explanation of stress, including its nature, dimensions, causes, manifestations, and coping strategies. The study found that most employees experience medium to high levels of stress at work, with role stagnation, inadequacy of role authority, and role erosion being particularly significant dimensions of job stress.

Berhem et al (2023) "A New Model for Work Stress Patterns," identify role ambiguity as the primary source of work stress and self-knowledge as the key coping strategy to manage it. They argue that work stress is a crucial factor influencing productivity.

Jha (2022) "Job Stress and Employee Strain in Indian Executives," examines the patterns of stress and strain across three work groups: production, personnel, and data processing divisions within an organization. The results showed that job future ambiguity negatively impacted job satisfaction in all three groups. The stress patterns varied among different management levels, with middle-level managers experiencing more role ambiguity than other levels.

III. RESEARCH METHODOLOGY

The process is used to collect information and data to make business decisions. The methodology may include publication research, interviews, surveys, and other research techniques, and could include both present and historical information.

According to the Industrial Research Institute in research methodology, researchers always try to search the given question systematically in their way and find out all the answers till the conclusion. If research does not work systematically on the problem, there would be less possibility to find out the final result. For finding or exploring research questions, a researcher faces a lot of problems that can be effectively resolved by using the correct research methodology.

RESEARCH DESIGN
To make the research systemized the researcher has to adopt certain methods. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the result for a given problem and thus the solution helps in future course action. Research has been defined as "A careful investigation or inquiry, especially through search for new facts in any branch of knowledge". To give more addition to the old research new ones are conducted.

SAMPLING SIZE
A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information 152 respondents are taken as the example for this investigation.
DATA COLLECTION
The following techniques were adopted for data collection.
Primary data
Primary data was collected through face-to-face interviews while filling up questionnaires (152 respondents).
Secondary data
Relevant information was gathered from magazines, newspapers, and project reports that formed the secondary data.

STATISTICAL TOOLS:
- Simple percentage
- Chi-square analysis
- Correlation
- Anova
- Regression

CHI-SQUARE ANALYSIS
The table depicts the analysis between the age of the respondents and stress management helps to balance personal life and work life.

NULL HYPOTHESIS
HO: There is no significance between the age of the respondents and stress management helps to balance personal life and work life.

ALTERNATIVE HYPOTHESIS
H1: There is significance between the age of the respondents and stress management helps to balance personal life and work life.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	$3.825E2^a$	16	.000
Likelihood Ratio	324.826	16	.000
Linear-by-Linear Association	135.267	1	.000
N of Valid Cases	152		

a. 13 cells (52.0%) have an expected count of less than 5. The minimum expected count is .30.

INTERPRETATION FOR CHI-SQUARE ANALYSIS

The Pearson Chi-Square test statistic is 382.5 with 16 degrees of freedom, and the p-value is .000. This indicates a highly significant result, meaning there is a strong association between age of the respondents and stress management helps to balance personal life and work life is being tested. The null hypothesis, which states that there is no association between the age of the respondents and stress management helps to balance personal life and work life is rejected.

FACTOR THAT IS THE HIGH USEFULNESS OF STRESS MANAGEMENT

FACTOR	Highly satisfied		Satisfied		Neutral		Dissatisfied		Highly dissatisfied	
	Res	Per	Res	Per	Res	Per	Res	Per	Res	Per
Friendly relationship with co-workers	62	40.8%	31	20.4%	41	27.0%	11	7.2%	7	4.6%
Balancing personal and work life	55	36.2%	39	25.7%	41	27.0%	10	6.6%	7	4.6%
Increasing work performance	56	36.8%	33	21.7%	48	31.6%	8	5.3%	7	4.6%
Helping co-workers	53	34.9%	37	24.3%	45	29.6%	11	7.2%	6	3.9%
It reduces absenteeism	52	34.2%	40	26.3%	41	27.0%	11	7.2%	8	5.3%
Decrease health problem	55	36.2%	33	21.7%	47	30.9%	10	6.6%	7	4.6%
Engage in self-relaxation	38	25.0%	53	34.9%	47	30.9%	7	4.6%	7	4.6%
Take breaks when needed	42	27.6%	48	31.6%	47	30.9%	10	6.6%	5	3.3%
Connect with others socially	39	25.7%	50	32.9%	47	30.9%	8	5.3%	8	5.3%
Maintain a normal routine	45	29.6%	43	28.3%	44	28.9%	12	7.9%	8	5.3%

Source: Primary Data

INTERPRETATION

Factor: Friendly relationship with co-workers

Responses:
- Highly satisfied: 62 (40.8%)
- Satisfied: 31 (20.4%)
- Neutral: 41 (27.0%)
- Dissatisfied: 11 (7.2%)
- Highly dissatisfied: 7 (4.6%)

For "Friendly relationship with co-workers":
- Most respondents are either highly satisfied (62 responses, 40.8%) or satisfied (31 responses, 20.4%).
- A substantial portion is neutral (41 responses, 27.0%), while fewer are dissatisfied or highly dissatisfied.
- Factors such as "Engage in self-relaxation" and "Connect with others socially" have more respondents in the satisfied to highly satisfied categories compared to the dissatisfied categories.
- "Take breaks when needed" and "Maintain a normal routine" have more balanced distributions across satisfaction levels.
- Factors with higher percentages in highly satisfied or satisfied categories suggest strengths or areas of satisfaction within the workplace. Factors with significant percentages in neutral or dissatisfied categories may indicate areas for improvement or attention.

Correlations

		EDUCATION QUALIFICATION OF THE RESPONDENTS	NEW TECHNOLOGY REDUCES THE STRESS
EDUCATION QUALIFICATION OF THE RESPONDENTS	Pearson Correlation	1	.924**
	Sig. (2-tailed)		.000
	N	152	152
NEW TECHNOLOGY REDUCES THE STRESS	Pearson Correlation	.924**	1
	Sig. (2-tailed)	.000	
	N	152	152

**. Correlation is significant at the 0.01 level (2-tailed).

Nonparametric Correlations

Correlations

			EDUCATION QUALIFICATION OF THE RESPONDENTS	NEW TECHNOLOGY REDUCES THE STRESS
Kendall's tau_b	EDUCATION QUALIFICATION OF THE RESPONDENTS	Correlation Coefficient	1.000	.892**
		Sig. (2-tailed)	.	.000
		N	152	152
	NEW TECHNOLOGY REDUCES THE STRESS	Correlation Coefficient	.892**	1.000
		Sig. (2-tailed)	.000	.
		N	152	152
Spearman's rho	EDUCATION QUALIFICATION OF THE RESPONDENTS	Correlation Coefficient	1.000	.931**

	Sig. (2-tailed)	.	.000
	N	152	152
NEW TECHNOLOGY REDUCES THE STRESS	Correlation Coefficient	.931**	1.000
	Sig. (2-tailed)	.000	.
	N	152	152

**. Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION FOR CORRELATION

Here, the significant value between the education qualification of the respondents and new technology reducing stress is 0.000. It shows there is very strong evidence to reject the null hypothesis that there is no correlation between the variables. However, it does not indicate the type of correlation (positive or negative), only that the correlation is significant.

ANOVA

NULL HYPOTHESIS

Ho: There is no significant relationship between the experience of the respondents and feel time pressure to complete work.

ALTERNATIVE HYPOTHESIS

H$_1$: There is a significant relationship between the experience of the respondents and the feeling of time pressure to complete work.

ANOVA

EXPERIENCE OF THE RESPONDENTS

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	206.400	4	51.600	243.487	.000
Within Groups	31.152	147	.212		
Total	237.553	151			

Homogeneous Subsets

EXPERIENCE OF THE RESPONDENTS

	TIME PRESSURE TO COMPLETE WORK	N	Subset for alpha = 0.05				
			1	2	3	4	5
Student-Newman-Keuls[a]	Strongly agree	24	1.00				
	Agree	44		1.82			
	Neutral	65			3.25		
	Disagree	11				4.64	
	Strongly disagree	8					5.00

	Sig.		1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.
a. Uses Harmonic Mean Sample Size = 16.910.

INTERPRETATION
Experimental Setup:
- **Independent Variable**: TIME PRESSURE TO COMPLETE WORK
- **Dependent Variable**: Agreement levels (Strongly agree, Agree, Neutral, Disagree, Strongly disagree)
- **Student-Newman-Keuls (SNK) Test:**
- **Significance Level**: $\alpha = 0.05$
- There is no statistically significant difference in the levels of agreement (Strongly agree, Agree, Neutral, Disagree, Strongly disagree) across different levels of TIME PRESSURE TO COMPLETE WORK (1 through 5).
- The p-values (1.000) for all comparisons suggest that the observed differences (if any) are likely due to random chance rather than a true effect.

IV. CONCLUSION

This project a study on stress management at "Shree Vari Multiplast India Private Limited was helpful to the organization. Most of the employees are satisfied with existing facilities. The management has to necessary steps to improve methods of appreciation to reduce the workload for the development of employees. The goal of employee development programs must be to reduce organizational stress as well as to develop a progressive organizational culture based on Indian values.

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