

# A Study on Employee Stress Management with Special Reference to Ammarun Foundries, Coimbatore

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**Abstract** – Stress has become significant due to dynamic social factor and changing needs of life styles. Stress is man's adaptive reaction to an outward situation which would lead to physical, mental and behavioral changes. Even though stress kills brain cells, not all stresses are destructive in nature. Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations. The study throws light on the wide spread silent problem by name "Stress", which gave rise to acute dysfunctions and are called many diseases, increase divorce rates, and other harassments. This project is based on the factors influencing the employee stress management in AMMARUN FOUNDRIES, The objectives of this study was to find out the factors which influence the stress among employees. The design used in this project is descriptive type and the sampling techniques used in this study are sample survey and data collected method in this project study is primary data through questionnaire. Different kinds of analytical tools are used to analyze the data. These tools are percentage analysis. The finding of the project is that the company has to concentrate more on workers quality of stress management. Also company has to try implementing some facility to reduce stress level of the employees to improve the production process and increase the company's profitability.

**Index Terms** – Stress, Social Factor, Brain Cells, Harassments.

## 1. INTRODUCTION

Stress is the emotional and physical strain caused by our response to pressure from the outside world. Common stress reactions include tension, irritability, inability to concentrate, and a variety of physical symptoms that include headache and a fast heartbeat. Stress is a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize.

When people feel stressed by something going on around them, their bodies react by releasing chemicals into the blood. These chemicals give people more energy and strength, which can be

a good thing if their stress is caused by physical danger. But this can also be a bad thing, if their stress is in response to something emotional and there is no outlet for this extra energy and strength.

Stress is a complex phenomenon. It has been defined in many ways, but simply put; it is the wear and tear of everyday life. In everyday's life people are subjected to a wide range of pressures. Similarly there are also a wide range of resources and strategies for coping with pressure. Sometimes people cope well and will not feel that the pressure is having any adverse effect upon them.

## 2. REVIEW OF LITERATURE

Vijay V. Raghavan, (2010), The effect of flexible work schedule, employee support and training, and telecommuting as potential coping resources to relieve stress. Perceived workload, role ambiguity,

work facilitation, and decision latitude are potential stressors of professionals. Removing role ambiguity and improving work facilitation reduce work-related stress and allowing employees to have flexible work schedules ease their perceptions of workload. Sahana Charan, (2007), High work pressure, long hours in front of the computer and a fast-paced lifestyle, if these factors team up to weaken your physical health, here is one more strong reason why they are simply unhealthy: mental health professionals are now convinced that an increasing number of persons working in the IT-enabled services sector fall prey to depression, because of the high stress they undergo.

Shane Schick, (2007), stressed professionals who use a balance of problem-focused coping strategies and emotion-focused coping strategies are most successful in dealing with the stress of staying perpetually up-to-date. The study highlights the importance of monitoring the stress that results from the constant demand on professionals to update their technical

skills because the threat of technical obsolescence may result in a higher rate of absenteeism, work burnout and a desire to change careers. Managers can help by providing professionals with concrete resources such as research time, opportunities to attend courses, and physical facilities that facilitate trial and error. They fared best by using a combination of problem-focused coping and emotion-focused coping.

Deshmukh N.H. (2009), Stress and life satisfaction among working and non working women from similar levels of socio economic status of the society, resulted that there was no significant difference in physical and family stress among working and non working women. Gillian E. Hardy, David Woods and Toby D. Wall (2003), Psychological distress particularly depression was found to predict absence, with higher levels of distress predicting a greater number of days and number of times absent. The psychological distress – absence relationship was not moderated by demographic variables. Michael R. Frone (2008), the relationship of work stressors, those work over load and job insecurity, to employees alcohol use illicit drug use resulted, support the relation of work stressors to alcohol and illicit drug use before work, during the workday, and after work.

### 3. OBJECTIVE

- To identify the factors that causes stress among employees.
- To suggest measures to reduce stress among employees.

### 4. RESEARCH METHODOLOGY

#### RESEARCH DESIGN

To study and describe the satisfaction level of various employee stress management provided to employees of Ammarun foundries is Descriptive Research. Descriptive research includes surveys and fact finding enquires of different kinds. The major purpose of descriptive research is description of the state affairs as it exists at present.

#### METHOD OF DATA COLLECTION

##### Primary data collection

The primary data has been collected by means of questionnaires and interview method and also to the employees of Ammatun foundries

##### Secondary data collection

The secondary data has been collected from various public sources, Books, journals and various website.

#### SAMPLING SIZE AND TECHNIQUE

##### Size of the sample

It refers to the number of items to be selected from the universe to constitute as a sample. In these study 50 employees of

AMMARUN FOUNDRIES In COIMBATORE was selected as size of sample.

##### Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be included in the sample.

#### POPULATION

The Population comprises of 500 employees.

#### QUESTIONNAIRE

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing the questionnaire.

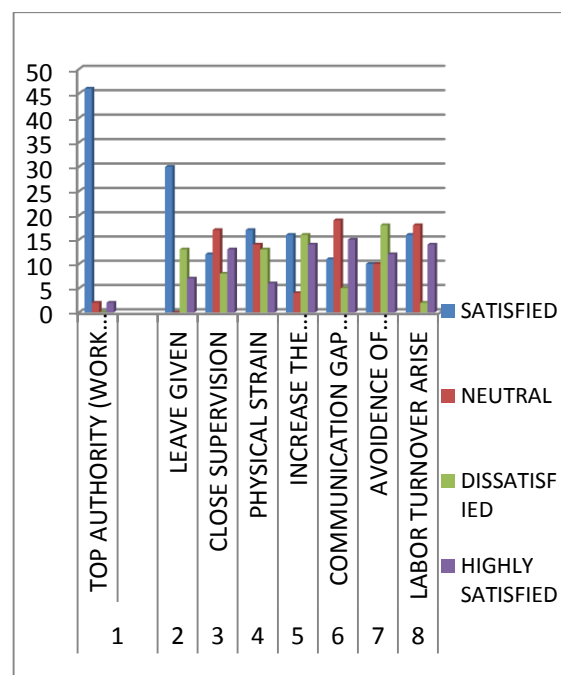
#### STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

##### 1) Percentage Method :

The Percentage is used for making comparison between two or more series of data.

$$\text{Percentage of respondents} = \frac{\text{No. of respondents favorable}}{\text{Total No. of respondents}} \times 100$$



S.NO	FACTORS	S	N	DS	HS
1	TOP AUTHORITY (WORK DONE)	46	2	0	2
2	LEAVE GIVEN	30	0	13	7
3	CLOSE SUPERVISION	12	17	8	13
4	PHYSICAL STRAIN	17	14	13	6
5	INCREASE THE PERFORMANCE	16	4	16	14
6	COMMUNICATION GAP REDUCE	11	19	5	15
7	AVOIDENCE OF COMMUNICATION	10	10	18	12
8	LABOR TURNOVER ARISE	16	18	2	14

S – SATISFIED

N – NEUTRAL

DS – DISSATISFIED

HS – HIGHLY SATISFIED

### 5. FINDINGS

- 32% of respondents are age group between 26-35year, 64% of respondents are male, 24% of respondents are diploma, 38% of respondents are from core shop department, 40% of respondents are working in the company above 15years, 52% of respondents are permanent employment., 70% of respondents are married, 74% of respondents are inconvenience due to night shift.
- 32% of respondents are time pressure creates stress among the employees. 92% of respondent opinion is good

about their top authority, 60% of respondents are satisfied with the leave given by the company, 36% of respondents are moderate disturbance with their close supervision of the workplace, 34% of respondents are high with their physical strain while performing the job, 32% of respondents are always delegation of the work reduce stress, 32% of respondents are sometimes labor turnover arises by stress, 36% of respondents are occasionally avoidance of communication gap reduce the stress among employees. 28% of respondents are always stress management increase the performance of the employees.

### 6. SUGGESTIONS

- To reduce the labour turnover by improving the working condition.
- To improve the morale among employees by reducing stress.
- To conduct special programs which helps to reduce the stress.
- To create a cordial relationship between the employees by reducing unnecessary conflict among them.
- To motivate the employees to attain the organizational goals easily in time.
- To increase the performance of the employees by proper delegation of work.
- To avoid the communication gap between the employees.
- To avail have facilities which satisfies the employees.

### 7. CONCLUSION

This training has enabled me to understand the function and the records maintained in the various department of the company viz., Marketing, Planning, Stores, Production, HRD and accounts departments. I also had an exposure towards the working environment of AMMARUNFOUNDRIES, Vilankurichi, Saravanampatti, Coimbatore district. This training will be helpful for me in future project and to enter into any organization.

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