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A Study on Stress Management of Employees with Special Reference Toartika Cotton Mills, Erode

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ABSTRACT: The level of stress management among workers at Artika Cotton Mills in Erode is examined in this essay. This study also investigates the degree to which individual factors affect stress management. The various aspects of courteous and responsible behavior, managing and communicating work, managing persons in a team, and managing challenging situations are used to quantify stress management. Stress is characterized as a response to a stimulus that throws off our mental equilibrium. These days, it is a part of everyone's life. Although stress cannot be completely avoided, it can be managed. A structured questionnaire was used to gather primary data from the 110 participants in the study. Journals, books, magazines, and websites were used to gather the secondary data.

I. INTRODUCTION

Stress is a fact of life; changes occur in a person's life and cause tension. Examples of these scenarios include starting school or college, getting married, changing jobs, or experiencing health issues. The pressure of work and studies, travelling to the college, if it's far away, and living in a hostel all contribute to an individual's stress levels. On the other hand, situations that cause stress can also be advantageous, such as when a person applies for admission to college, which benefits his personality development, knowledge enhancement, life and career prospects, and well-being. Stress is inevitable because of the scenarios and circumstances that occur in a person's life. However, if a person learns how to successfully manage stress, he or she can cope with a stressful situation and prevent negative repercussions like trauma and hypertension. One encounters stress in a variety of professions, including medicine, the military, teaching, etc., but one should be equipped with the knowledge necessary to understand the situation and respond appropriately.

II. STATEMENT OF THE PROBLEM

The consequences of stress on an individual and an organization might vary. There is little doubt that absenteeism, work-related accidents, turnover, and poor decision-making do more than only harm the individual; they may also have an impact on the organization. Understanding the underlying causes and effects of occupational stress on the staff at Artika Cotton Mills is the goal. It is employed to gauge workplace stress levels. There are various stress management approaches that can be used to maintain harmony and balance depending on the problems that cause stress. Beyond a certain point, stress ceases being beneficial and begins to seriously harm one's health, mood, relationships at work, and quality of life.

III. OBJECTIVES OF THE STUDY

- To identify the existence of stress among employees.
- To identify the causes of the stress of employees.
- To find out how the employees manage stress in their work environment.
- To analyze the problems faced by the respondents due to stress.
- To suggest suitable measures for better stress management.

IV. SCOPE OF THE STUDY

- This study will help to spot the major stressors and ways to overcome anxiety and depression.
- The scope of the study included finding stress levels in the organization and overcoming them through effective steps.
- To assess the ability of the employees to manage stress.



- This study helps to know some employees' satisfaction and some employees' dissatisfaction level.

V. LIMITATIONS OF THE STUDY

1. The study is restricted to 110 samples only.
2. It was difficult to meet the respondents and gain information as they were busy with their work.
3. Most of the employees were uneducated and I had to explain each question to get their opinion.
4. It took more time to explain and take responses from the employees.
5. Time period of this study is also very short.

VI. REVIEW OF LITERATURE

Karthik R. (2013) - Employee's performance at work is influenced by stress that can be either positive or negative. The employees perform better if they face low to moderate amounts of stress. Hence, it aims at reducing the level of stress rather than eliminating stress completely.

Sinha V. and Subramanian K.S. (2012), the study highlights that various levels of organization experience a different kind of organizational role stress. It also states that stress is influenced by various factors like shortage of resources, inadequacy within a person, overload with a role, stagnation of a role, and isolation and expectation of a role.

Gladies J. J. & Kennedy V. (2011)- The author revealed a significant correlation between Organizational Climate and Job Stress among the women working in IT companies in India. According to him, learning how to manage stress is a very crucial issue that should be developed in IT companies so that they can reduce or eliminate the causes of stress and poor working environment.

VII. RESEARCH METHODOLOGY

The process is used to collect information and data for the purpose of making business decisions. The methodology may include publications research, interviews, surveys, and other Research Techniques and could include both historical and present information.

7.1 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.

7.2 TYPES OF RESEARCH

The research type used in this study is Descriptive, which is used to describe the characteristics of a population or phenomenon being studied.

7.3 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 are drawn

VIII. DATA COLLECTION:

Data Collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses and evaluate outcomes.

Primary Data Source:

A Primary Data Source provides direct evidence about an object, person, or work of art. It includes Historical & Legal Documents, Eyewitness Accounts, Results of Experiments, Statistical Data, Audio and Video Recordings, etc. Using a Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey Type equation here.or statistical study, We Collected the Data.

Secondary Data Source:

The data that was originally collected for other research are called Secondary Data Sources. We Referred to Articles, Journals & Magazines as mentioned in the Bibliography.



8.1. SIZE OF THE SAMPLE:

The sample size is 110.

IX. STATISTICAL TOOLS USED

- Simple Percentage Analysis**

Simple percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 percent) for a better understanding of collected data.

$$\text{Simple Percentage} = \frac{\text{No of Respondents}}{\text{Total No of Respondents}} \times 100$$

- CHI-SQUARE TEST:**

When the Null Hypothesis is true, a Chi-Squared Test is a statistical hypothesis test in which the test statistic's sample distribution has a chi-squared shape. In one or more categories, it is used to assess whether there is a substantial discrepancy between the predicted frequencies and the observed frequencies. The test's objective is to determine how likely it is, in light of the findings, that the null hypothesis is correct.

FORMULA:

$$X^2 = \sum (O_i - E_i)^2 / E_i$$

X. ANALYSIS AND INTERPRETATION OF THE STUDY

TABLE NO. 1 DEMOGRAPHIC PROFILE OF THE RESPONDENTS

DEMOGRAPHIC PROFILE OF RESPONDENTS		NO. OF RESPONDENTS	PERCENTAGE
AGE	18-25 Years	12	10.9
	25-30 Years	20	18.2
	30-35 Years	34	30.9
	35-40 Years	22	20.0
	Above 40 Years	22	20.0
	Total	110	100
Gender	Male	50	45.5
	Female	60	54.5
	Total	110	100
Marital Status	Married	80	72.7
	Unmarried	30	27.3
	Total	110	100

Source: Primary data

INTERPRETATION:

From this study, 30.9% of the respondents belonged to the age category of 30-35 years and they are mostly Female, and 72.7% of the respondents are married.

TABLE NO. 2 COMPARES THE TWO VARIABLES BY USING CHI-SQUARE TEST:

Comparing the gender and satisfaction level of respondents with the work environment.

1. Independent variable: Gender
2. Dependent variable: Satisfaction level of respondents with the work environment.

Null hypothesis (H0):

There is no significant relationship between the gender and satisfaction level of respondents with the work environment.

Alternative hypothesis (H1):

There is no significant relationship between the gender and satisfaction level of respondents with the work environment.



Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.594 ^a	4	.232
Likelihood Ratio	7.867	4	.097
N of Valid Cases	110		

Source: Primary data
 The table value is greater than the calculated value.
 9.488 > 5.594

INTERPRETATION:

There is no significant relationship between the gender and satisfaction level of respondents with the work environment.

XI. FINDINGS

1. 30.9% of the age group of the respondents is between 30-35 Years
2. 54.5% of the respondents are female.
3. 72.7% of the respondents are married.
4. 40% of the respondents' educational qualification is up to SSLC.
5. There is no significant relationship between the gender and satisfaction level of respondents with the work environment.

XII. SUGGESTIONS

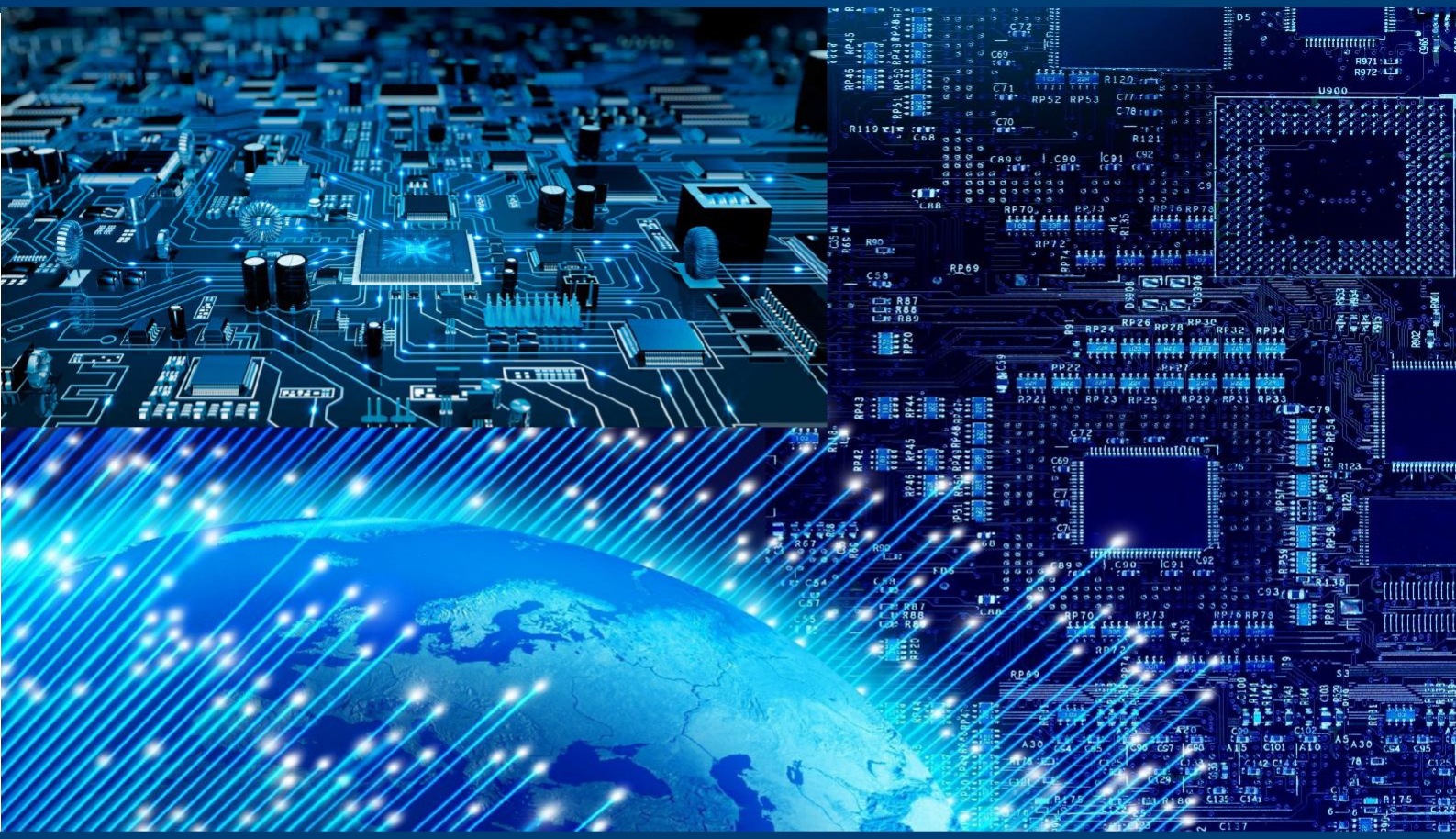
1. Provide stress management training: Train employees on stress management techniques such as mindfulness, time management, and relaxation exercises.
2. Encourage breaks: Encourage employees to take regular breaks throughout the day to rest and recharge.
3. Foster a supportive workplace culture: Create a supportive workplace culture where employees feel comfortable discussing their stress and seeking help when needed.
4. Offer flexible working arrangements: Provide employees with flexible working arrangements such as telecommuting or flexible schedules to reduce the stress associated with commuting and work-life balance.
5. Encourage physical activity: Encourage employees to engage in physical activity during breaks or after work hours as a way to manage stress.

XIII. CONCLUSION

As we can see, Artika Cotton Mills has effectively managed its stress through the implementation of stress management programs. Organizations need to start managing employees differently, enhancing the physical workplace, treating them with respect, and appreciating their contributions. The organizational revenue rises and employee retention also occurs if we improve the employees' psychological and physical wellness.

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