



International Journal of Advanced Research in Arts, Science, Engineering & Management

Volume 12, Issue 3, May - June 2025



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 8.028



A Study on Stress Management among Employees towards Sri Alamelu Steels with Reference to Salem

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ABSTRACT: This study on stress management among employees in manufacturing industries helps the employees in identifying the factors which causes work stress and the effect of stress on them in work place. The study also emphasizes on the ways the organization deals to handle the kind of stress employee's face and recommend remedial programs for the same work place. This study is done using descriptive research design method and data are collected by primary and secondary sources. The questionnaire method is used as the methodology to collect primary data for the study and the sample size of 120 employees has been taken in this study for data analysis. The results are analyzed and interpreted, inference through simple percentage analysis, Correlation and Chi-square Test. The data analysis and interpretation are collected and done is being presented through graphs.

KEYWORDS: Stress management, Work stress, Manufacturing industries

I. INTRODUCTION OF THE STUDY

Employee stress Managements is a broad term which encompasses education, facilitation and training in the impact that stress is having on an individual or group. The field of stress managements 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 purpose of and for the motive of improving everyday functioning. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors.

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CLASSIFICATION OF STRESS

Eustress: It refers to positive stress, wherein the situation offers an opportunity to the individual to gain something. It is seen as a motivator that encourages people to meet challenges and, without which an individual lacks the spark needed to raise their level of performance.

Distress: It is described as negative stress, in which an individual experiences insecurity or inadequacy because of helplessness, disappointment. Distress can cause cardiovascular diseases, alcoholism, marital breakdown, drug abuse, and much more

NEED OF THE STUDY

The stress level among employees decreases the performance and also deteriorates the physical and intellectual functioning. High stress affects the 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. This study focuses on analyzing the stress level and the importance of stress management for employees under high pressure and high work load 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 the companies depend upon man power, it is one of the important issues to be taken care of and also it has become a major concern of the 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 force 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 undergo an in depth study about the stress management among the employees of Sri Alamelu Steels at Salem.

Secondary objectives:

- To describe the socio-demographic characteristics of the respondents
- To identify the factors which causing stress and working conditions of the employee.
- To analyze the employee performance based on the level of stress factors.
- To know about the psychological problems of the employees and the counseling services provided for the employees.
- To give suitable suggestion to reduce the occupational stress.
- To identify measures to stress management level of the bank employees

SCOPE OF THE STUDY

- The scope of the study is to analyse the occupational stress among the employees
- The study was conducted for a period of three months, covering various departments in the industry.
- The primary data was collected through questionnaire and secondary data from company records and magazines.

LIMITATIONS OF THE STUDY

- This study was conducted 120 employees of the company.
- The study was conducted in short span of time.
- During collection of the data many employees were unwilling to fill the questionnaire due to lack of time. Respondents were having a feeling of wastage of time for them.
- Few employees and executives were not responded very much because of their busy of work schedule.
- Rating behavior on an appraisal of employee is quite difficult

II. REVIEW OF LITERATURE

Jha (2021) in his study on Jobs Stress and Employee Strain in India Executives,, explains the pattern of stress and strain in three work groups, namely production, personnel and data processing divisions in an organisation. Results indicated that job future ambiguity had negative effect on job satisfaction in all the three groups. The patter of stress in the three groups was different among different levels of management. Among different levels of managers, the diddle level managers had more role ambiguity than others did.

Anitha Devi (2022) in her study on Occupational Stress: A comparative Study of Worker in different Occupations describes identifying the degree of life stress and role stress experienced by professional women. It was found that science and technology professionals and doctors experienced significantly greater life stress and role stress. Apart from perceptions of safety, sources of stress as well as protective factors against stress were similar for both groups with environmental factors demonstrating the most robust impact.

Shah (2023) in his study on Role Stress in the Industry: A Study of Organisations,, describes adequate explanation of stress, and its nature, dimensions, causes, manifestations and coping up strategies. It was observed that most of the employees experience medium to high level of stress at work. Role stagnation, inadequacy of role authority and role erosion is comparatively high-rated dimensions of job stress.

Berhem et al (2023) in their study on A New Model for Work Stress Patterns,, describe that the role of ambiguity is the main source of work stress and self-knowledge as the main coping strategy to overcome work stress. Work stress is believed to be one of the most important factors affecting productivity.



III. RESEARCH METHODOLOGY

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

DEFINITION

According to industrial research institute in research methodology, research always tries to search the given question systematically in our own way and find out all the answers till conclusion. If research does not work systematically on problem, there would be less possibility to find out the final result. For finding or exploring research questions, a researcher faces lot of problems that can be effectively resolved with using correct research methodology.

RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. 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 end result for a given problem and thus the solution helps in future course action. The research has been defined as

“A careful investigation or enquire especially through search for new facts in any branch of knowledge”. To give more additional 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 is 120 respondents are taken as the example for this investigation.

IV. DATA COLLECION

Primary data

Primary data was collected through face to face interviews while filling up questionnaires (120 respondents).

Secondary data

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

STATISTICAL TOOLS:

- Simple percentage analysis
- Chi-square analysis
- Correlation
- Anova

CHI-SQUARE ANALYSIS

NULL HYPOTHESIS

H_0 : There is no significance relationship between experience and work place cause stress

ALTERNATIVE HYPOTHESIS

H_1 : There is a significance relationship between experience and work place cause stress

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.730E2 ^a	16	.000
Likelihood Ratio	240.672	16	.000
Linear-by-Linear Association	100.047	1	.000
N of Valid Cases	120		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is .80.



RESULT

Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between experience and work place cause stress.

CORRELATION

The table shows that the relationship between Qualification and Feel time pressure to complete work

Correlations

		Qualification	Feel time pressure to complete work
Qualification	Pearson Correlation	1	.931**
	Sig. (2-tailed)		.000
N		120	120
Feel time pressure to complete work	Pearson Correlation	.931**	1
	Sig. (2-tailed)	.000	
N		120	120

Correlations

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N		120	120
Feel time pressure to complete work	Pearson Correlation	.931**	1
	Sig. (2-tailed)	.000	
N		120	120

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

RESULT

This is a positive correlation. There are relationships between Qualification and Feel time pressure to complete work.

ANOVA

NULL HYPOTHESIS

H0: There is no significant relationship between range of monthly salary and stress related to demand

ALTERNATIVE HYPOTHESIS

H1: There is a significant relationship between range of monthly salary and stress related to demand

**ANOVA**

Range of monthly salary	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	162.164	3	54.055	1.076E3	.000
(Combined)					
Linear Unweighted	151.515	1	151.515	3.016E3	.000
Term Weighted					
Deviation	161.331	1	161.331	3.211E3	.000
	.833	2	.416	8.289	.000
Within Groups	5.827	116	.050		
Total	167.992	119			

RESULT

From the above table it is observed that Monthly income [In rupees] and Knowledge and skill help expected value is (31.893) is lesser than the significance value (0.000). Hence, the Null hypothesis is rejected. Therefore, there is a significant relationship between range of monthly salary and stress related to demand. Null hypothesis (H₀) rejected the Alternative hypothesis (H₁) accepted

V. SUGGESTIONS

- Employees are satisfied with the ventilation facility in the organization and that can be improved by providing an air conditioned room.
- The factors causing stress among the employees in the organization can be reduced by giving proper leisure time and taking them to a vacation.
- The impact of stress on employee performance can be understood by giving them a task and by observing the relationship between manager and employee.
- The company have to concentrate to increase the methods of appreciation to Motivate extra talent.
- The company should give salary on time because most of them were not satisfaction with the salary and most of them worried about money.

VI. CONCLUSION

This project a study on stress management among employees in Sri Alamelu Steels was helpful to the organization. It most of the employees are satisfied with existing facilities. The management has to necessary steps to improve methods of appreciation in order to reduce the work load for development of employees. The goal of employee development programmes must be reducing organizational stress as well as to develop a progressive organizational culture based in India value.

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