

A STUDY ON RURAL EMPLOYEES STRESS MANAGEMENT AT RAJAGURU SPINNING MILL PVT LTD

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ABSTRACT

Stress is the priceless poison for human life in the universe. It can disturb any one's physical, mental, emotional and behavioral balance. Stress can damage different parts of human body from tissues to organs and blood vessels. It can speed up pulse rate and respiration. It can raise blood pressure and body temperature. It can also interfere with the body metabolism, digestion, appetite, sleep, sexuality and even fertility. There are many problems, which touch the spinning mill sector. In today's changing and competitive work environment, stress level is increasing both in the workers as well as in the managers. As a result of this work stress, more and more managers are showing signs of chronic fatigue and burnout. Research has concluded that stressed out managers are not managers are not lead to reduced efficiency in even the best of individual, which in turn lead to reduced productivity. Stress is a problem in almost all the countries of the world, irrespective of whether the economy is strong or weak. Therefore, it become very essential to include, "work stress" as one of the chapters in studying human behavior, because we must know what is actually stress, what are the causes of stress, what are its consequences and then, what should be done to reduce it.

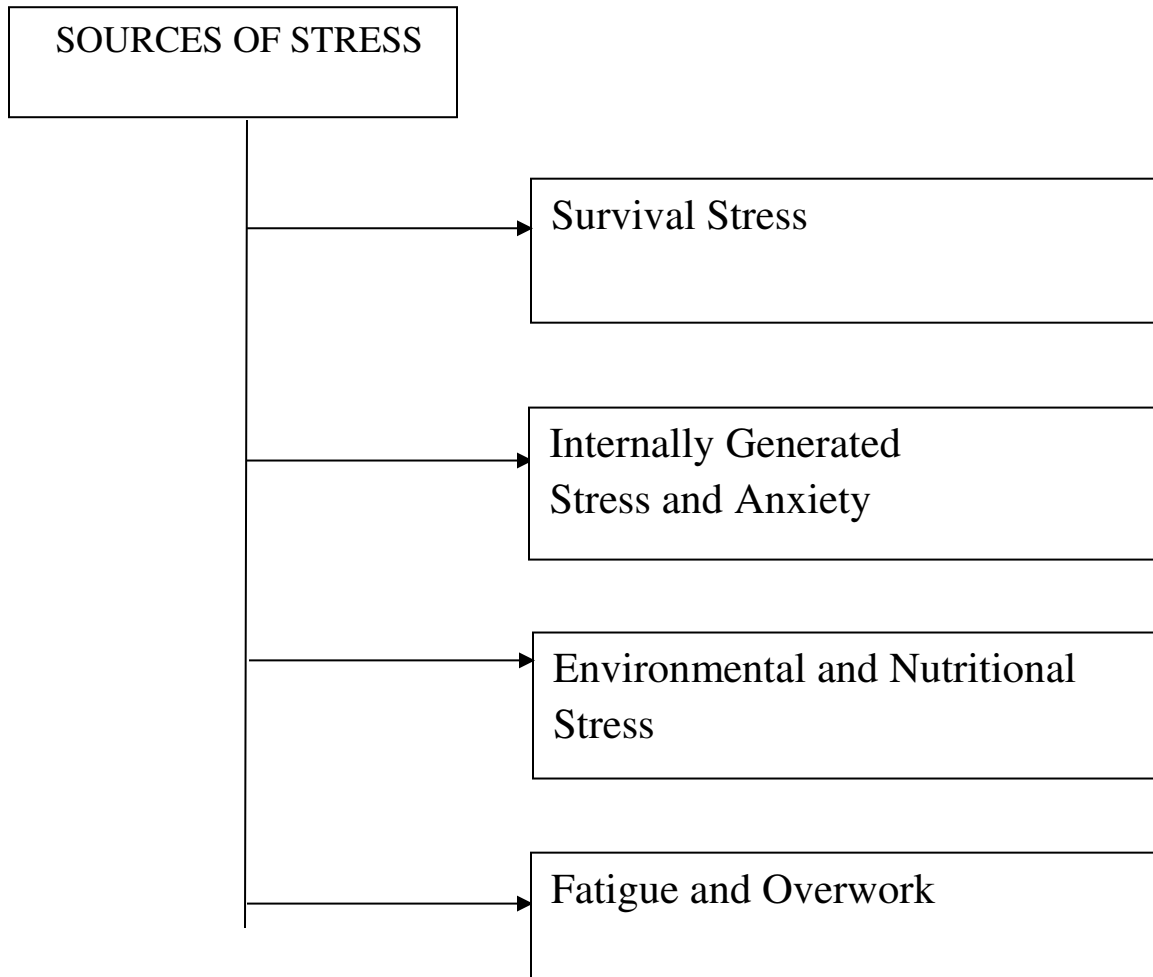
INTRODUCTION

Stress is derived from the Latin Word “String ere” means ‘to draw tight’-tight rope walking-tightening the noose around your neck-being in a tight corner. Stress is the ‘Wear and tear’ our bodies experience as we adjust to our continually changing environment; I have physical and emotional effects on us and can create positive or negative feelings. As a positive influence, stress can help compel us to action; it can result I a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of distrust, rejection, anger, and depression, which in turn can lead to health problems such as headaches, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart disease and stroke. This is like the conductor telling. What each group of instruments should do as they play the same song all together. So far, stress seems to be a very nice gift from Mother Nature. A stressor is anything that produces stress. It can be a major life event, a situation, an object, or a thought that will cause the stress response to occur in the body.

Techniques of Stress of Release

1. Improve co-ordination to your colleagues
2. Ask for more feedback from your boss
3. Take breaks every two hours at work
4. Reduce the amount of caffeine you drink
5. Use deep breathing whenever phone interrupts important work.
6. Set your challenge first to your job
7. Break job down into small parts, do each part between more enjoyable work, and take satisfaction from the successful completion of each element.
8. Use suggestion – “I can Feel energy Flowing into Me”
9. Focus on the importance or urgency of the task.
10. Plan home goals with your partner for how we will spend the next month
11. Go to sleep at 10 pm each night to get adequate sleep
12. Tidy up your office area to reduce distraction

13. Set work goals for what you want to achieve this current year



Tips for Reducing Stress

People can learn to manage Stress and lead Happier, Healthier lives. Here are some tips to help you keep Stress at bay.

1. Keep a positive attitude.
2. Accept that there are events that you cannot control.
3. Be assertive instead of aggressive. Assert your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
4. Learn and practice relaxation techniques; try meditation, yoga.

5. Exercise regularly. Your body can fight stress better when it is fit.
6. Eat Healthy, well-balanced meals.

Statement of the Problem

In the human life so many stresses are there, that is working environment, time management, transport family, business etc. These factors are severely disappointed in the nature of working environment. The stress should affect the work and give the mental disappointment in the working situation. In the spinning mill field lot of stress is occur like high noising, dust, low wages, heat and supervision. There are so many of stress management techniques are provided by the management. The Researcher wants to search how the stress management techniques used for reduce the stress and give the motivation to the employees. Any research requires a proper understanding of the problem. A well-defined problem is “half work done”. Statement of problem is the sections were the reason for taking up a particular topic for research is justified. Many creative efforts fail because the problem is either unclear or it is forced in the wrong place. If people have different opinions of what the problem really is, they will constantly diverge and never be able to find closure on suitable solution.

Objectives of the Study

1. To study the amenities provided by the RGSM to assist the employees from stress.
2. To obtain necessary information from the organization to overcome the stress.
3. To determine the critical and crucial factors involved in stress of the Employees.
4. To analyze the problems of the employees in their daily working condition regarding stress.

Scope of the Study

1. This study indicates the job stress of the workers.
2. This research mainly focuses on various satisfactory levels like plan prior to work. The study also reveals factors of workers.

3. The study also reveals the technological advancement. The study also says about the relaxation techniques.
4. It is used to find out weak areas of employees regarding the stress.
5. It is used to find out the problems of stress Management at present and future scenarios.
6. To provide suitable suggestion, if any.

RESEARCH METHODOLOGY

Research Design

In accordance with the objective of the study the researcher has used descriptive research design. To collected relevant data from the researcher has used stratified random sampling method. To select 300 samples respondents out of 500 employees. To collect data from the sample respondents a questioners was designed to avoid based respondents the researcher has used direct interview methods to collect data from sample respondents. Percentage analysis chi-squires test have been applied for analyzing the data. The data was analyzed through SPSS.

Sampling Design

To select the sample for the study the researchers has the adopted stratified random sampling method. Under stratified sampling method the researcher has deviated the entire employees of the company in to 5groups based on a number of departments in that company(production, marketing, human resources, and finance, Purchase) the researcher has total no of employee working in each department as follow.

Area of the Study

This study in Raja Guru Spinning Mill Pvt Ltd, Veppadai.

Sample Size

To represent the total population of the company the researcher has used 300 samples.

Method of Data Collection

The present study has used both primary and secondary data.

Statistical Tools for Analysis

1. Percentage Analysis
2. Chi-Square Method.

Limitation of the Study

1. This study does not reflect the view of those who are not included in the sample. Hence generalization cannot be made.
2. There may be bias in the collected of information, as some of the respondents doesn't given their opinion as they feel.
3. Some respondents did not give full information as they felt the researcher to be a spy from other companies.

FINDINGS,

Demographic Factors

1. The company has more male employees then the female.
2. The company wanted to male employees for production process.
3. The employees of the company are they are in the age group of 27-39 years.
4. The experience candidate is highly in the company.
5. The more employees of the company having 8-15 years' experience, the company is having more labour turn-over.
6. Majority of the employees of the company are low educated and they know only reading & writing and they are highly exploitative in nature.

Organizational Factors

1. It precedes that the respondents are said RARE felt in neglecting their family/friends during their work pressure.
2. The Maximum on the respondents said YES due to more stress employee may lead to reduction in the Quality and Production.
3. The Maximum number of employees said Effective that the organization safeguards the Health of the employees.
4. The respondents agree that the RGSM have effectiveness in maintenance of Grievances Redressed System.
5. The Employees agreed that the RGSM provide shopping facilities.
6. The employees partly agree that due work stress Migration may take place in their job.
7. The Maximum no of the Employees are satisfied with the amenities provided by the organization.
8. The Employees agree that an entertainment organized by the organization may release the stress.
9. The Most of the Employees agree that RGSM maintains the clean healthy environment.
10. The employees feel Highly In convinced with working time and leave allowances.
11. Most of the Employees Satisfied with the refreshment time period in RGSM.
12. Most of the Employees agree that due to organizational stress employee may have negative changes in their behavior.
13. The respondents said YES that the organization prevents stress to the employees.
14. The Maximum no of the Employees said agree that due to Noise pollution and Nuisance stress will occur.
15. Some of the Employees agree that they lie awake at the night worrying and planning the next day work.
16. The respondents agree that the RGSM motivate and provide fringe benefits to the employees.

17. The Maximum no of the Employees said RGSM bears the Medical expenses in case of any accident occurred during the work to the Employees.
18. The Number of the employees implements all the techniques to vanquish from Stress during the job.

Organizational Practice Factors:

1. The Maximum on the respondents said YES due to more stress employee may lead to reduction in the Quality and Production.
2. The more employees of the company are highly agreed and no employees of the company are disagreeing about the organization performance of the company.
3. The more employees of the company are agreeing and only few employees of the company are neutral about the manager support to the employees at the company.
4. The companies are neutral about the work under the pressure.
5. The Number of the employees implements all the techniques to vanquish from Stress during the job. Some of the Employees agree that they lie awake at the night worrying and planning the next day work.
6. The respondents agree that the RGSM motivate and provide fringe benefits to the employees.
7. The Maximum no of the Employees said RGSM bears the Medical expenses in case of any accident occurred during the work to the Employees.

SUGGESTIONS

1. In RGSM the most of the Employees feels in convinced with the working hours and leave allowances that should be modified by the management.
2. The Management should solve the problems of the employees in the beginning stage itself; adhere to avoid more problems between the employees.
3. The RGSM should maintain the apron facility to the worker who is involved in the production site in order to safeguard their Health and Dresses.

4. They should have to provide the Mouth and Nose cover to the worker, which can assist the employees from the cotton dust, it prevent from the Breathing problems, asthma etc.....
5. The Organization should motivate and provide fringe benefits to the workers which can improve the interest of the worker and enhance the productivity with Quality product.
6. The RGSM should maintain and provide Clean and Hygiene food to the workers in the Canteen.
7. The Organization should maintain the level of work burden to the workers to avoid negative changes in their behavior aspects.
8. They should have to issue Free Bus Fare facilities to the employees.
9. The RGSM should adopt the modern technology to enhance the quality and production in an effective and efficient manner.

CONCLUSION

The large number of different stress-management techniques coupled with the wide range of health and stress outcome measures used in stress intervention studies makes it difficult to draw firm conclusions about the efficacy of each technique and each outcome. Also, the quality of the methodology varied substantially among studies. Nevertheless, the most positive results across the various health outcomes were obtained with a combination of two or more techniques. None of the stress interventions was consistently effective in producing effects on job/organization relevant outcomes.

To produce changes on these types of measures, stress interventions will need to alter or modify the sources of stress in the work environment. It can be said that stress management in work settings can be effective in enhancing worker physical and psycho logic health in RGSM, but the choice of which stress-management technique to use should be based on the specific health outcomes that are targeted for change. Finally the suggestion of the study have provided

with some measures which can be opted by the concern to enhance their effectiveness in stress of the Employees.

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