

A Study on Causes of Stress at Workplace among Employees

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ABSTRACT

The organizational causes of stress range from heavy workloads and tight deadlines to verbal abuse and financial struggles more than one-third of Indians experience chronic work stress. Stress is a natural reaction to excessive demands and perceived threats. From an occupational perspective, it's the gap between employees' needs and abilities and what their workplace offers and requires. The workplace is an important source of both demands and pressures causing stress, and structural and social resources to counteract stress. Approximately 80% of people feel stressed on the job, according to the ICAR-National Institute of A biotic Stress Management About 25% say that their job is the primary stressor in their lives, leading to Back and neck pain, poor sleep, eye strain, muscle and joint pain, weakened immune system, digestive distress, heart palpitations, weight gain, anxiety and depression, fatigue, mood swings, aggressive behaviour, poor mental focus, loss of motivation, diminished work capacity. The research design adopted by the researcher is descriptive in nature. The study was conducted in Salem Steel Plant, Salem District. The size of the sample was 60 employees. It is a 5 point scale that consists of 21 items. The study concludes that more than half (51.7%) of the respondents have moderate levels of shopping addiction.

KEYWORDS: Stress, causes of stress, employees

INTRODUCTION

Stress is a form of intellectual infection and it's far socially acceptable. Many researchers described pressure of their personal manner over the length of time. Occupational pressure is a prime hassle for people and organizations. The pressure may also create terrible effects in personnel within side the shape of absenteeism, reduced morale, horrific fitness conditions, burnout, excessive staff turnover and bad overall performance and absence of performance in paintings. When there may be discrepancy among the paintings location surroundings needs and cap potential of an character, that is required to fulfil the needs of a job, the pressure will occur. Many instances it's far discovered that pressure convince the frame to a react within side the shape of physiological and the character can injure him mentally and physically. The elements consisting of loss of autonomy, control behaviour, loss of possibilities or motivation to boom talent level, harassment, poisonous paintings, unbalanced workload, big hours worked, isolation, ruined relationships amongst

workers, make contributions to paintings location pressure. Thus it's far of essential significance for the control to look at pressure because it at once impacts the overall performance of the employee, which in flip may carry down the general overall performance of the agency within side the context a look at on reasons of pressure is performed.

DEFINITION

Stress is the process of interaction from resolution requests from the environment (known as the transactional model) is widely accepted.-Lazarus and Folkman (1984)

Stress may be viewed as the body's response to any real or imagined event perceived as requiring some adaptive response and/or producing strain.-Elliot (1988)

STATEMENT OF THE PROBLEM

Stress is a condition of mental pressure for particular individual facing problems from environmental and social well-being which leads to so many diseases.

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Undoubtedly, stress has become the number one reported impediment to working conditions, as employees now report being stressed out than ever. A study on causes of stress in Salem steel plant will be done with the low level of employees because the management of the company feels that the employees working in the machinery units face a lot of stress. There are many employees working in day and night shifts .employees work in functional machine handling production and machineries. The study examines the cause of stress in organisational stressors in Salem steel plant.

SCOPE OF THE STUDY

- To identify the nature and extent of job stress experienced by the employees.
- To understand the physiological, emotion and behavioural effects the work has on the employees.
- To identify the symptoms and factors leading to stress.
- To know the level of stress felt by the employees.
- To suggest the remedial measures to overcome the problem of job stress in the organization for organization development.

REVIEW OF LITERATURE

Nasuridin (2007), state that, the stress level of employees with low level of neuroticism shows an increasing trend the level of unfavourable work environment Increase from low to high, Specifically, the increase in job stress is at an Increasing rate when the level of unfavourable work environment is perceived to range from moderate to high as opposed to when the level of unfavourable work environment is perceived to range from low to moderate. For employees with high level neuroticism, their job stress level seems to remain constant when the level of unfavourable work environment is between low to moderate.

Tools for data collection

Interview schedule was used in the present study for the collection of data from the respondents. It is a 5 point scale that consists of 21 items.

The data were analysed using various statistical tools like simple percentage, chi-square test and ANOVA.

Findings of the study

FACTORS	MEDIUM	FREQUENCY	PERCENT
Age	31 yrs-40yrs	25	41%
Gender	Male	52	86%
Education qualification	UG	17	28%
Family type	Nuclear	39	65%
Monthly income	21,000-30,000	23	38%
Experience	3yrs-5yrs	29	48%
Marital status	Married	47	78%

Susan Gill (2011), investigates the problems and pressures facing lone mother in management and professional occupations. Qualitative dates were gained from semi-structured interviews with 20 lone mothers, and the sample also completed the pressure Management indicator questionnaire. The interviews revealed that the lone mother experienced some of the problems and pressures previously reported by the women in dual career couples including difficulties with childcare, work overload and role conflict, greater degree. Finds also that the death of a partner, separation or divorce affects the career development of the women in the sample and that the lone mothers were less able to take advantage of job-sharing and part-time working because of greater financial pressures.

METHODOLOGY OF THE STUDY
OBJECTIVES OF THE STUDY

- To find out the socio demographic profile of the respondents.
- To assess the causes of stress among the respondents.
- To find out the association between socio demographic profile and causes of stress at workplace among the respondents.

Research Design

The researcher followed descriptive research design for the study.

Universe of the study

The study was conducted in Salem Steel Plant, Salem District. The total employees working 350.

Sampling

The sampling technique used in the present investigation is probability sampling. The sampling method adopted for the present study is simple random (Lottery Method). The size of the sample was **60 employees**.

Simple Percentage Analysis

- Less than half (41%) of the respondents are in the age group of 31yr-40yr.
- More than half (86%) of the respondents are Male.
- Less than half (28%) of the respondents have completed their UG.
- More than half (65%) of the respondents are nuclear family.
- Less than half (38%) of the respondent's monthly income is above 21,000-30,000.
- Nearly half (48%) of the respondents have experience above 3yrs-5yrs.
- More than half (78%) of the respondents are Married.

DISTRIBUTION OF THE RESPONDENTS ACCORDING TO THE CAUSES OF STRESS AT WORKPLACE

S.NO	CAUSES OF STRESS	RESPONDENTS	PERCENGHTAGE (%)
1	Interpersonal conflict	5	8.33
2	Ineffective communication	18	30.00
3	Rotating shift	16	26.67
4	Work pressure	16	26.67
5	Uncomfortable atmosphere	5	8.33
	Total	60	100

INTERPRETATION

The above table highlights the causes of stress of the respondents. It is understood from the above table that (26.67%) of the respondents have rotating shift and work pressure as the causes of stress at workplace, (30.00%) of the respondents have ineffective communication as the causes of stress at workplace, and (8.33%) of the respondents have interpersonal conflict and uncomfortable atmosphere as the causes of stress at workplace.

Influence of socio economic factors and causes of stress at workplace among employees.

Variables	Statistical tool	Value	Result
Gender and causes of stress at workplace	Chi-square	6.021	Not significant
Age and causes of stress at workplace	ANOVA	F=.040 T<0.05	significant
Educational qualification and causes of stress at workplace	Chi-square	14.713	Not significant
Monthly income and causes of stress at workplace	ANOVA	F=.027 T<0.05	significant
Experience and causes of stress at workplace	ANOVA	F=.034 T<0.05	significant

- There is no significant difference in gender and causes of stress at workplace among employees.
- There is significant difference in age and causes of stress at workplace among employees.
- There is no significant difference in qualification and causes of stress at workplace among employees.
- There is significant difference in monthly income and causes of stress at workplace among employees.
- There is a significant difference in experience and causes of stress at workplace among employees.

SUGGESTION

- Techniques such as meditation, deep breathing exercises, and mindfulness (a state in which you actively observe present experiences and thoughts without judging them) can help melt away stress.
- When possible, try to avoid people who don't work well with others. If conflict finds you anyway, make sure you know how to handle it appropriately.
- Don't let your vacation days go to waste. When possible, take time off to relax and unwind, so you come back to work feeling reinvigorated and ready to perform at your best.
- Employees spend a lot of time together, and the more comfortable they are, the less stress they will feel.
- Employee's love being praised for a job well done, and recognizing their success results in a serious boost in engagement. Each employee has a different personality, so be mindful when considering how and when to recognize.
- A good sleep routine is essential. If you have difficulty falling asleep, do something calm and relaxing before you go to bed like listening to music or reading.
- Encourage employees to go on a walk during lunch breaks.
- It's important to make time to have some fun and to get a balance in your life.

CONCLUSION

Stress is something that happens in our daily lives and is usually associated with a particular event such as work, family or other responsibilities. There are many situations that we can't control, but there are ways to control how we deal with certain situations. Effective Stress management is something that our lives can go a little more smoothly. Stress management is as simple as taking a walk. It was been proven that physical activities would improve a person's mental health, help with depression, and relieve the side effects of stress. This makes a person's heart rate increase and will be more likely to be affected by stress. It is vital that stress management techniques are implemented into our daily lives. Coping with stress is an individualized task and one method over another may not be superior. A person that is stressed takes so much away. From his or her health and performance levels. We experience stress when we feel under pressure to do something. Stress is a common reaction, however when it becomes constant it can turn into a problem. A balanced lifestyle and coping strategies can help you manage stress.

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