

ASCERTAIN THE STRESS LEVEL OF EMPLOYEES WITH REFERENCE TO INTEX FABRICS PRIVATE LIMITED

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ABSTRACT

Stress is part of life in a fast-paced society. However, stress is not always bad. We need some stress to stimulate us. The good stress allows us to perform at a higher level, which is beneficial. This type of stress is called eustress. It helps us to set and achieve goals as well as perform at a higher level. For example, the demands of an upcoming competition, work project or exam can create stress, which stimulates a person to work harder to win the competition, finish the project on time or do well on the exam. However, there are times when stress is overwhelming. This type of stress called distress which paralyses rather than stimulates. It contributes to decreased health and well-being. In fact, stress is a factor in 11 of the top 15 causes of death in Canada and is a significant reason for physician visits. Therefore, an important part of healthy living is to learn to bring stress to beneficial levels.

Keywords: Stress Level of Employees, Proposed Tools.

1. INTRODUCTION

Although stress has been defined in many ways, the definition we use in this guide is: Stress is the body's physical response to a perceived threat. For stress to occur there must be a perception of some level of danger or threat. If there is no danger there is no stress. The perception of danger is usually a result of evaluating the demands of a situation, identifying the resources you have to address it and realizing that you do not have enough resources to adequately meet the demands. This is the main feature of stress. Since stress is the body's response to a perceived demand or threat, what then is that response? It is called the "fight or flight" response and has been with us for millions of years. The stress response helped our early ancestors escape from danger. As such, it gave those who had it an evolutionary advantage. The stress response was so advantageous for survival that most animal species today respond to stress in a similar way. The "fight or flight" response helps us escape from danger. For most of human history, danger came in the form of surprise encounters with predators. When faced with this danger a person had two options for survival: attack the predator (fight) or run away as fast as possible (flight). Although these are two different ways of addressing the situation, they both require the same physical response, which is to prepare the body for some intense physical activity. This response is hardwired into us. So what happens in a person's body to prepare them to face danger? A body preparing to fight or flee needs to get the most power out of muscles. This means it needs to release and use energy, absorb oxygen and circulate oxygen-rich blood to organs that need it such as heart, muscles, and the brain. This is accomplished mainly through the release of hormones; namely adrenaline and cortisol.

Together, these hormones have several important physiological effects including:

- Increasing heart rate
- Increasing breathing rate (respiration)
- Increasing muscle tension
- Increasing blood pressure
- Increasing the secretion of insulin
- Increasing blood flow to the brain, lungs, heart and muscles

The increased blood flow to essential body systems such as the lungs and heart is accompanied by a decreased blood flow to less critical systems, which include the digestive tract, kidneys and skin.

2. REVIEW OF LITERATURE

Title: Managing Stress at Workplace

Author: Ashok Panigrahi

Source: Journal of Management Research and Analysis, October-December, 2016; 3(4):154-160

Stress is generally indicated as a deviation from normal functioning of body and mind. Stress can approach in an organization due to many reasons such as control over work, managerial style of manager etc. Stress in limited quantity

is beneficial to organization and employee as well. It helps to achieve personal as well as goals of organization. But stress in excess quantity can cause harmful effects on the body, mind and psychology of employees. Stress can be measured by using psychological methods involving use of questionnaires. Physical measurement involve measuring of various physical constants of body such as blood pressure. Physiological measures include measurements of various hormonal levels etc. And the measures to relieve this stress include sports, music, dancing, hobbies etc. Excessive stress can be reduced by help of professional counselors. But the stress at workplace is an important issue must be dealt with to achieve progress. Day by day challenges for human is increasing in many different fields as if progress in turn creates new problems. Slowly the nature of working has been changed and still these changes are in progress. Because of these changes, number of illnesses has been increased, morality and human aspects are faded and new problems are occurred every day, so that we are facing job stress which called “illness of the century”. As a measure to minimize stress, delegating some work, share burden with colleagues, leave and time off work with family and love ones, as well as reducing work overtime ranked highest as strategies for stress management. Findings of a number of studies on this aspect say that stress has a great impact on the professionals and thereby affects the level of productivity. Thus it is recommended that professionals should exhibit self-control and good self-esteem; engage in continuous professional development on skills for better organization, integration of work within specified project constraints and delegation of assignment, authority and breaking work into manageable parts so as to be able to cope with stress..

ARTICLE: 2

Title: Stress Management in the Modern Workplace and the Role of Human Resource Professionals

Author: Cam T.H. Tran, Huy T.N. Nguyen, Dung N. Mach, Hieu T.M. Tran

Source: *Business Ethics and Leadership*, Volume 4, Issue 2, 2020

Due to the potentially negative impact on the employees' well-being and productivity, the stress in the workplace becomes one of the most difficult problems for the enterprise's successful operation. The frequency of its manifestations in the workplace is constantly increasing. These issues are especially relevant in the Covid-19 era, when HR managers constantly have to form and implement policies to protect the employees' mental health and general working conditions. It creates the preconditions to identify the factors underlying the occurrence of stress and employees' potential behavioral responses. The aim of this study is to analyze and evaluate certain aspects of stress in the workplace. Based on the systematization of the results from previous research and interviews with five experienced heads and managers of Vietnamese companies, the article identifies and classifies common reasons, signs, symptoms and consequences of workers' stress. The classification of stress in the workplace into three categories (acute stress, episodic acute and chronic stress) forms the basis for identifying the source of stress as a result of the manifestation of factors which differ from the usual ones for the worker, taking into account their external and internal peculiarities. The article proposes an approach based on a combination of psychological, physiological and autonomic methods to measure stress. It takes into account its cognitive, physical, emotional and behavioral symptoms to increase the accuracy for evaluating the practical application of stress minimization strategy. The paper examines the relationship between individual, organizational and financial effects of stress. It identifies four problems faced by staff in the workplace: identifying the reasons of stress, identifying ways to minimize it, resolving conflict, and developing proposals and recommendations for reducing stress. According to the analysis of five interviews with experienced managers from Vietnamese companies, there are recommendations on how to form and implement stress management strategies for human resource managers. Primary, secondary and tertiary approaches to workplace stress reduction are proposed based on managers' individual and organizational interventions focused on different goals. Thus, human resource managers play an essential role in the development of stress management strategies to facilitate the interactive internal exchange of information and to establish a balanced personnel structure of the organization.

ARTICLE: 3

Title: A Study on Stress Management among Employees

Author: Kashish Peswani, Dheeraj Kalani

Source: *Journal of Emerging Technologies and Innovative Research (JETIR)* www.jetir.org

Stress is a universal phenomenon that essentially manifests itself in humans as a result of pressure emanating from several experiences or challenging situation. Delay in job completion, deterioration of the power of organization and planning, increase in error rate during manipulative and cognitive task, depression and feeling of helplessness and over sensitivity are the major impact of stress on the productivity of professionals. In order to minimize stress, delegating some work, share burden with colleagues, leave and time off work with family and loved ones, as well as reducing work overtime ranked highest as strategies for stress management. Based on the findings, it was concluded that stress has a

great impact on the professionals and thereby affects the level of productivity. It was therefore recommended that professionals should exhibit self-control and good self-esteem; engage in continuous professional development on skills for better organization, integration of work within specified project constraints and delegation of assignments, authority and breaking work into manageable parts so as to be able to cope with stress. An attempt has been made through this research paper to know the reasons of stress among the employees and the ways used by employees to cope with the stress generated at workplace. In the second part of the article some stress coping strategies, such as gaining social support, taking advantage of the programs targeting on stress coping, reduction of stress in the workplace by improving work environment and work organization, are explained.

3. RESEARCH METHODOLOGY

Need For the Study

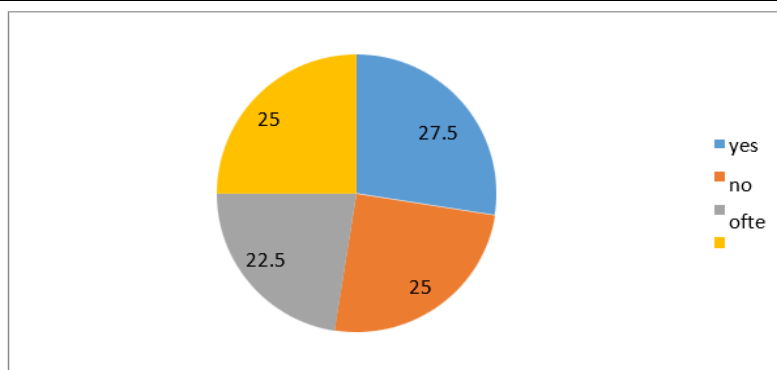
Stress being an invisible factor, may affect any person, any organization and people involved in it. This study focuses on analyzing the stress level and the importance of stress management for employees under high pressure and high work load in INTEX

The scope of the study is extended only to the employees working in INTEX, Karur, Tamilnadu. It does not cover employees working in other branches of INTEX to fulfil the objectives of this research, this study is conducted to analyse the stress management among the employees of INTEX.

4. DATA ANALYSIS & INTERPRETATION

IF THE WORK LOAD IS THE REASON FOR STRESS AMONG EMPLOYEES

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	22	27.5%
No	20	25%
Often	18	22.5%
Rarely	20	25%
Total	80	100%



Analysis: From the above table we can analyze that out of 80 employees, 22 employees yes, 20 employees no, 18 employees often, 20 rarely find the work load to be the reason for stress.

From the above graph we can infer that work load is not the only prime reason causing stress as there are equal numbers of employees who say they are not and only rarely they find workload as a reason for stress. While the other few employees say yes and often they find too much workload to be the cause for their stress.

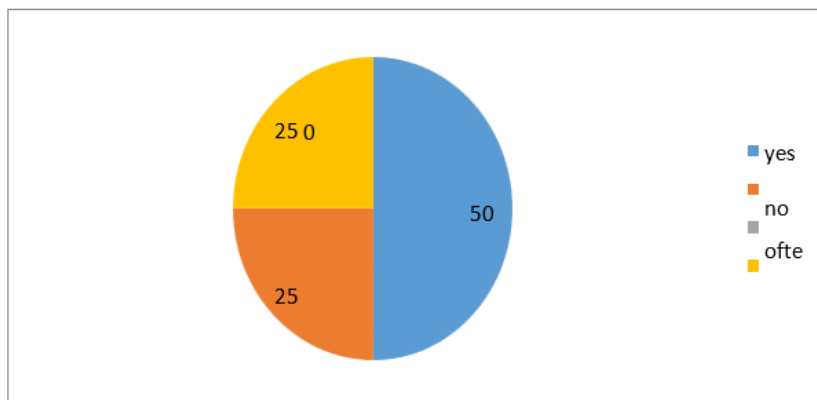
IF EMPLOYEES HAVE ANY EFFECT OF STRESS ON HEALTH

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	40	50%
No	20	25%
Often	0	0%
Rarely	20	25%
Total	80	100%

Analysis:

From the above table we can analyze that out of 80 respondents, 40 employees say yes, 20 no, and 20 rarely have the effect of stress on health.

From the above graph we can infer half of the employees in the organization have effect of stress on their health either physically or mentally. The other minor group of employees says rarely do they find any impact on their health due to stress and the rest of the employees say they have no health issues.

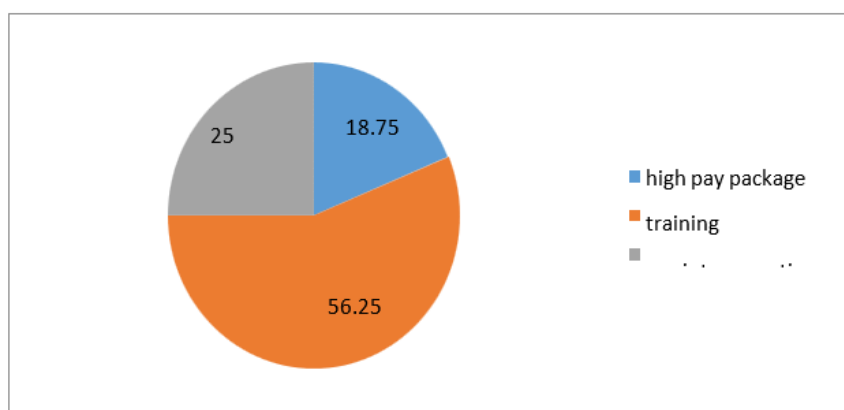


EMPLOYEES EXPECTATIONS FROM THE MANAGEMENT TO RELIEVE THE STRESS.

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
High pay package	15	18.75%
Training	45	56.25%
Recruit supportivestaff	20	25%
Total	80	100%

Analysis: From the above table we can analyze that out of 80 respondents, 15 employees prefer high pay package, 45 employees need training, and 20 employees want supportive staff.

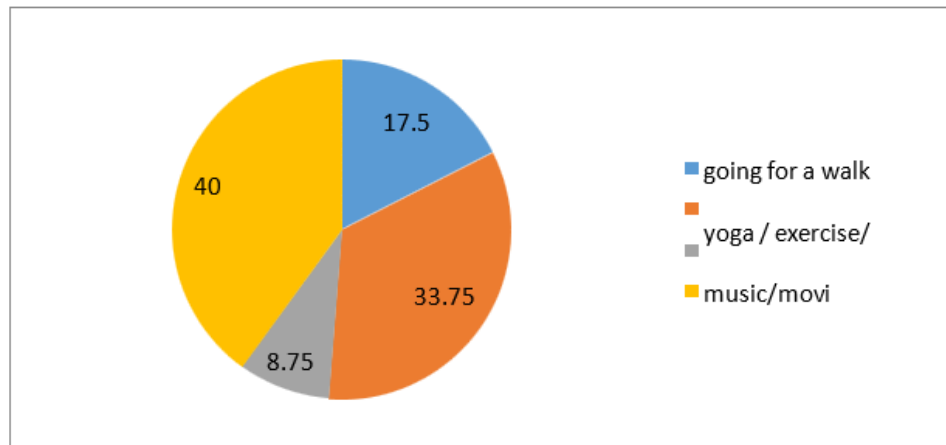
From the above graph we can infer that more than half employees want the management to give training before assigning difficult works, the other quarter population of the employees want the organization to recruit supportive staff which



would help them share the work load and few other employees want increase in paypackage.

WHAT EMPLOYEES GENERALLY DO TO RELIEVE STRESS?

RESPONSE	NUMBER OF RESPONDENTS	PERCENTAGE
Going for a walk	14	17.5%
Yoga/aerobics/exercise	27	33.75%
Socialize	7	8.75%
Music/ movies	32	40%
Total	80	100%



Analysis:

From the above table we can analyze that out of 80 respondents, 14 employees go for a walk, 27 employees do aerobics/ yoga/ exercise, 07 employees socialize, 32 employees watch movies and listen to music to relieve stress.

Inference:

From the above graph we can infer that the stress busters of the employees vary and employees mostly prefer to listen to music and watch movies, few other employees are engaged with yoga, exercise and aerobics which would keep them fit, and least of the employees like to socialize when they are stressed.

5. CONCLUSION

The stress of employees at INTEX is within the optimal range for performance and the stress builds could be controlled. The various stress indicators of the employees are experiencing troubles while taking decisions, getting angry while interrupted at work, experiencing repetitiveness in mistakes or approach, difficulties in concentrating or remembering things, experience frequent headaches and migraines, etc.

The common responses given by employees under stress are heavy workload, working overtime, low pay package, lack of training etc. It is also a comfortable environment to work as majority employees are able to work without disturbances or interruptions and also do they get time to meet their personal obligations. But since it is a textile industry, the environment adds on to an employee's stress.

6. REFERENCES

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