



A STUDY ON OCCUPATIONAL STRESS AMONG EMPLOYEES IN SKILL VERTEX

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ABSTRACT

The world today is changing quickly, and there is a lot of pressure and demand at work. Physical problems are brought on by these workplace stresses. An individual's response to a distressing element in the environment is referred to as occupational stress. This study will thus assist the organisation in understanding the causes of occupational stress and in reducing it among the workforce. The goal of the study is to determine how much workplace stress Skill Vertex workers experience and how that stress is managed. The manufacturing industry is the sole subject of this study's concentration. It can be discovered to be a pre-work for more studies on occupational stress in a comparable type of manufacturing organisation. The main goal is to determine the degree of occupational stress experienced by Skill Vertex personnel. Secondary objectives include identifying the consequences of occupational stress on workers, delineating the causes of occupational stress, assessing how workplace stress affects organisational effectiveness and teaching coping mechanisms.. The introduction of technology in all spheres of life together with globalisation and privatisation policies have fundamentally altered traditional patterns across all industries. The manufacturing industry has changed dramatically and quickly as a result of globalisation and liberalisation, as well as downsizing, the introduction of new technologies, increasing rivalry brought on by the entry of more private (corporate) sectors, and other factors. The workforce in the industrial industry is under a lot of occupational stress as a result of these developments. The social, economic, and psychological spheres of the executives and their relationships were impacted. The goal of the current study is to specifically address issues with managing occupational stress among Skill Vertex personnel. In the research, convenience sampling was employed. To gather the opinions of 120 employees, multiple choice questions have been used. Numerous statistical methods, such Karl Pearson's Correlation, the Chi-Square test, and the One-Way

ANOVA test, have been used to analyse the obtained data. This study's numerous new discoveries have helped to provide a few ideas for practical measures to lower the occupational stress level of employees.

KEYWORDS: Occupational stress, employees, social, political, economic factors, private sector

INTRODUCTION

A mental suffering brought on by the job that people do in the workplace is known as occupational stress.

Employees at reputable companies experience a variety of occupational stressors while they are at work.

Workplace stress is merely an outside factor that affects a person and gradually reduces his productivity.

Occupational stress manifests itself in a variety of ways that vary in intensity, frequency, and people. Depression and deterioration of physical health are two instances. One of the secrets to leading a contented and successful life in contemporary society, according to the St. Louis Psychologists and Counselling Information and Referral, is the practise of occupational stress management. Despite the fact that there are many demands in life that might be challenging to manage, occupational stress management is the most effective technique to control anxiety and keep one's general wellbeing. Below is further information about measuring workplace stress levels, learning about models for managing workplace stress, and practising practises that can assist to lessen workplace stress and encourage a healthy lifestyle.

Three categories may be used to categorise the many sorts of occupational stress that a person encounters throughout his or her career.

A) psychological workplace stress B) organisational workplace stress C) societal workplace stress

By providing thorough training and previous guidance of the task that has to be done, the organisation is modifying several practises to reduce the occupational stress of its employees. The connection between bosses and subordinates should be appropriate. Maintaining a good working atmosphere is important.

REVIEW OF LITERATURE

Numerous symptoms of occupational stress are produced, and they vary in number, severity, and individuals. Deterioration of physical health and depression are two examples. One of the secrets to leading a contented and successful life in contemporary society, according to the St. Louis Psychologists and Counselling Information and Referral, is the practice of occupational stress management. Although there are many demands in life that can be challenging to meet, occupational stress management is the most effective way to control anxiety and preserve general wellbeing. Below is more information on measuring workplace stress levels, learning about models for

managing workplace stress, and practicing techniques that will help to lessen workplace stress and encourage a healthy lifestyle.

Jongsik Yu (2021)

Few studies on the stress caused by the pandemic have been done despite the ongoing novel COVID-19 outbreak. In this study, hotel workers' perceptions of pandemic worries were investigated, and their effects on work stress, employee well-being, self-rated mental health, organisational citizenship behaviour, and staff-customer identification were confirmed. Using both qualitative and quantitative methods, we identified and validated four qualities.

Alex , Berube , Satyanarayana (2021)

According to the results of the hierarchical regression analysis, QWL is positively correlated with job commitment, positively correlated with job satisfaction, and positively correlated with job stress. According to the data, job stress is adversely correlated with WLB, whereas job satisfaction and dedication are positively correlated with WLB. Additionally, the findings indicate that the relationship between QWL and WLB partially mediates the effects of job stress, job satisfaction, and job commitment.

Descriptive research

The type of research carried out for this project is DESCRIPTIVE in nature. Descriptive research includes surveys and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs, as it exists at present. In social science and business research we quite often use the term Ex post facto research for descriptive research studies.

SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

PRIMARY DATA

Questionnaires were used for collecting primary data.

SECONDARY DATA

Secondary data were collected from the company's annual publications, memorandums of settlements, newspapers, journals, websites, and from librarybooks.

CHI- SQUARE TEST

Null hypothesis (Ho) There is no significance between Work Load and Considerable Occupational stress.

Alternate hypothesis (H1): There is significance between Work Load and Considerable Occupational stress.

ONE-WAY ANOVA

Null hypothesis (H0): There is a significance difference between Meeting Job Demand and respondents Competition with Colleagues.

Alternate hypothesis (H1): There is no significance difference between Meeting Job Demand and Competition with Colleagues

KARL PEARSON'S CORRELATION

Null hypothesis (H0): There is positive relationship between Cordial Relationship with Peers and Colleagues and Receiving Support from Boss, Colleagues and juniors.

Alternate hypothesis (H1): There is negative relationship between Cordial Relationship with Peers and Colleagues and Receiving Support from Boss, Colleagues and juniors.

CHI-SQUARE ANALYSIS**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	225.751 ^a	12	.000
Likelihood Ratio	213.111	12	.000
Linear-by-Linear Association	92.706	1	.000
N of Valid Cases	120		

a. 9 cells (45.0%) have expected count less than 5. The minimum expected count is .80.

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between Work Load and Considerable Occupational stress.

ANOVA

Meeting Job Demand

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	58.166	4	14.541	105.609	.000
Within Groups	15.834	115	.138		
Total	74.000	119			

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between Meeting Job Demand and Competition with Colleagues

KARL PEARSON'S CORRELATION

Correlations		Cordial Relationship with Peers and Colleagues	Receiving Support from Boss, Colleagues and juniors
Cordial Relationship with Peers and Colleagues	Pearson Correlation	1	.906**
	Sig. (2-tailed)		.000
	N	120	120
Receiving Support from Boss, Colleagues and juniors	Pearson Correlation	.906**	1
	Sig. (2-tailed)	.000	
	N	120	120

Since r is positive, there is positive relationship between Cordial Relationship with Peers and Colleagues and Receiving Support from Boss, Colleagues and juniors.

FINDINGS OF THE STUDY

From the **chi-square analysis**, it is found that there is a relationship between Work Load and Considerable Occupational stress.

From **One-Way Anova**, it is found that there is a relationship between Meeting Job Demand and Competition with Colleagues

From the **Correlation**, it is found that there is positive relationship between Cordial Relationship with Peers and Colleagues and Receiving Support from Boss, Colleagues and juniors.

2SUGGESTION

- As the age of respondents influences the occupational stress, employee may be retained with job for more periods.
- As the experience of the respondents influences the occupational stress, top performance may be identified and provided with responsibilities and good designation.
- The greatest source of occupational stress is the work place demand.
- The physical requirements, heavy work load, insecure working environment influences the employee occupational stress
- The management may consider about providing transportation facility to the employees which will serve as a occupational stress relief factor and which they feel as a need for the time.

5.3 CONCLUSION

In the study an attempt has been made by the researcher to study the perception on the employees occupational stress in SKILLVERTEX, Bangalore. The various issues relating to the aspect of the study has been made and effectively dealt with and suitable solutions have made to overcome the employees occupational stress.

The following factors were found to have a close relationship with the employee occupational stress age, education, gender, work load, human relation, relationship with peers and colleagues and physical requirements.

It has been found out that factors like experience, shift, salary has no relationship with employee occupational stress. The outcome of the study may help the organization to differentiate the occupational stress factors from occupational stress relief factors and to take effective steps to reduce the employee occupational stress which will level to better performance.

The researcher hopes that his attempt would serve a useful purpose, further it is felt that the study would pave way for further research on the same or related issues.

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