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A Study on Stress and its Management at C J Poly Tech Private Limited, Sriperumbuthur, Tamilnadu

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Abstract: *The employee stress has become a major problem in most of the organization, and especially in manufacturing industry due to target pressure, loss of social life, unusual timings, downsizing, recession competition the employees suffer from greater workloads and work for longer hours which results in decrease in concentrations of employees, absenteeism, high turnover, hypertension, conflicts etc which eventually has a severe impact on the productivity of the individual and thereby the organization. So it becomes important to manage stress in an effective and efficient way.*

The purpose of this research is to analyze the various factors about how employees get stress in the organization and also finding the employee stress level in C J poly tech private limited. The sample consists of 131 employees, chosen from C J poly tech private limited, which were drawn using the stratified random sampling method. The main objective of the study is to identify the factors that are responsible and influencing the stress among employees and to evaluate the impact of high stress behavior in the organization. The study variables are current working environment, working hours, job rotation, job security, job satisfaction, job performance, interpersonal relationship, current workload, salary package, benefits provided, absenteeism ratio. The data for the research have been collected from primary source through the survey questionnaire model. The analysis of the research data are interpreted through the statistical tools like Percentage analysis, Chi-square analysis, Correlation analysis and ANOVA methods. The study has found the reasons behind the stress and provided better suggestions in controlling these by an effective analysis and management in knowing the facts that are responsible for stress. Charts are used for pictorial representation of data. The interpretations are summarized and suggestions are provided for the company based on the analysis made. The results of the study show that worker practices have divergent effect and some may even discourage innovation.

Keywords: *Employee, stress, job, workplace, recognition, organization.*

I. INTRODUCTION

Stress can be defined in general term as people feel pressures in their own life. The stress due to work load can be defined as reluctance to come to work and a feeling of constant pressure associated with general physiological, psychological and behavioural stress symptoms. The job stress is an increasing problem in present day organizations; it does not affect the employees work life only, but has far reaching impact on employee's family life as well. Stress refers to the pressure or tension people feel in life. Stress is experienced by every person of any age and gender. High Levels of stress experienced by individuals could result in high blood pressure, accident proneness, irritability and difficulty in making decisions.

Stress management can be defined as interventions designed to reduce the impact of stressors in the workplace. Stress management includes methods and techniques designed to induce, at individual level, reactions and mechanism in order to cope with stress emerged as psychological response of the individual to internal and or external agents that can cause stress. One may speak of a fair and effective management of stress when the stress situation is improved or even eliminated.

II. REVIEW OF LITERATURE

- 1) Ali et. al., (2014) in their paper analyzes an empirical research study to determine the impact of job stress on employee job performance. The study was conduct among the employees of private sector universities of Karachi that are providing the education in the disciplines of Business Administrator, Engineering, Medicine, Textile and Fashion. The data was collected through questionnaire that is based on close handed questions and 133 employees were taking as sample. The technique of Multiple Linear Regression was used to test the hypothesis. The result shows negative relationship between job stress and job satisfaction. It additionally found out that, factors such as workload, role conflict and inadequate monetary rewards are the prime reasons for job stress that causes decrease in performance of employees.
- 2) Angweling et. al., (2014) in their study looks over on the job stress and job satisfaction among the bank employees in kota kinabalu Sabah. The objective was to investigate the relationship between job stress and job satisfaction among bank

- employees in kota kinabalu sabah with the help of frequency test and cronbachs alpha reliability test and regression analysis, this study has identified a result, that if the job stress is high the job satisfaction will be less.
- 3) *Hans D. A. et. al., (2014)* in their paper analyzes “a study on work stress and job satisfaction among headmasters: a case study of bilingual schools in sultanate of Oman – Muscat”. According to the study, the job stress and job satisfaction are the important issues in an organization that can affect the performance and productivity of an organization. They used the simple random sampling technique. They take 40 headmasters of that school as a sample. Though two structured questionnaires on job stress and job satisfaction the data was collected. The collected data was examined and describe through descriptive statistic. The result of the study shows that the headmasters of the bilingual schools feel high level of job satisfaction in their challenging work and more likely to experience stress at their work.
 - 4) *Iroegbu, (2014)* in this study the main objective is to investigate the impact of role overload on job performance among construction workers. The researcher takes 103 juniors in the age of 31 as sample and through simple random sampling technique the data was collected. The role conflict scale measured role overload while the annual performance scores of the organization measured workers performance. The result was significant and there is a negative relationship between works overloads and job performance. The study shows that the low level workers are more experienced than the high level workers.
 - 5) *Suandi T. et. al., (2014)* the purpose of this study is to investigate “the relationship between organizational climate, and job stress and job performance officer at state education department”. In the modern world of 21st century stress is termed as disease of century as it is believed to cause more ailments than anything known to modern medicine. Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast paced world, it is impossible to live without stress, they were a working adult. This study also affirmed in the results arrived at similar findings of the former researches that indicating the negative relationships between the job stress and the job performance of the employees.
 - 6) *Petarli et. al., (2015)* this study looks over the event of assessment of occupational stress and its associated factors. There sign and symptoms fall into four categories: Feelings, thoughts, Behavior and Physiology. The stress relating to job have become predominate feature of modern life, exerting for reading effects as off the job. The important role of social support, considered the most well-known situational variable against occupational stress was evident in this study. The outcome of the research goes consistently with the findings of the former research. Thus, the results reveal that low social support increased the likelihood of belonging to the “high distress” quadrant.
 - 7) *Xanthopoulou, D. et. al., (2015)* this study intends to examine the role of personal resources in the job demands-resources model. The rising rates of stress at work have been observed which can be determined by the concept of keeping limited control over job tasks and untold job demands. Job stress is related with heart attacks, hypertension and other diseases. It’s the person-environment fit that concerns, not the job. People have different level of stress even in similar situations because of the various reasons. The intensity of job stress relies on the degree of the job demands and the ability of the individual to control these job demands or freedom to make decisions at the job. The results of the study portrays that some persons do well when they face time pressure in life, and they have to perform various tasks simultaneously and things to do list provided they feel that things are in their control, same situation may defeat most of us.
 - 8) *Zafar et al., (2015)* this study investigates about “the influence of job stress on employee performance in Pakistan”. This research model supposes that at a low level or non -exist of stress, the individual does not face any challenge so he or she is not likely to offer any good performance, but at medium level of stress individuals will offer a mediocre or high performance, for example, as the manager puts the deadline earlier or shorter, because of stress employees will work hardly and effectively to accomplish their organizational goals. The results shows that some of organization’s management thinks that setting a reasonable degree of stress on employees can promote the employee’s performance.
 - 9) *Jian Li et. al., (2017)* this study has been conducted to investigate “long-term effectiveness of a stress management intervention at work”. This study was conducted with 94 male middle managers were participated in a randomized wait-list controlled trial between 2006 and 2008 and in a post-trial-follow up survey in 2015. During the first two years, all received an 18-hour psychotherapeutic SMI intervention which was based on the Effort-Reward Imbalance (ERI) model: tackling stressor on mismatch between effort and reward and promoting recovery on over commitment. The results of the study were been that the effort and reward were substantially improved with significant intervention and time interaction effects compared to the external control group.

10) *Revenio Jalagat, (2017)* this study scrutinizes a research work on “determinants of job stress and its relationship on employee job performance”. This study is aimed at determining job stress variables that affect employee performance. It also determines the relationship between job stress and employee performance. To achieve this objective, the study was conducted to Petroleum Development Oman (PDO) in Al-Bahja Center to 65 respondents. The study employed the descriptive research design using the survey questionnaires as its instruments and utilized the purposive sampling to obtain the sample. Highlights of the findings indicated that, there is significant relationship between job stress and employee performance. When analyzed the underutilization of skills and work overload significantly correlates to employee performance. Based on these findings, it is recommended that the company should consider underutilization of skills and work overload as predictors of employee performance.

III. OBJECTIVES OF STUDY

- A. To study the kinds and level of stress among the employees in the organization.
- B. To identify the impact of high stress behavior of employees in the organization.
- C. To analyze the organizational factors responsible for stress among employees.
- D. To identify the reasons for job stress among employees in the organization.
- E. To analyze the stress management techniques that helps to eliminate the stress.

IV. RESEARCH METHODOLOGY

The researcher used questionnaire as a research instrument for collection of primary data and the secondary data were collected from research papers and through online articles. The researcher prefers descriptive research design method for this study. In this research, probability sampling was adopted and under which stratified random sampling method was used. The study was held with a sample size of 131 which includes four divisions namely, Production supervisor, Assembly, Quality control inspector, Operator in CJ Poly Tech Private Limited. Target respondents are employees of the manufacturing unit of the organization. The data analysis tools used were Correlation analysis, Chi-square analysis, Analysis of Variance (ANOVA) for revealing the relationship among variables.

V. DATA ANALYSIS & INTERPRETATION

Table No. 1

Gender of respondents

Gender	No. of respondents	Percentage
Male	122	93
Female	9	7
Total	131	100%

Source - Primary data

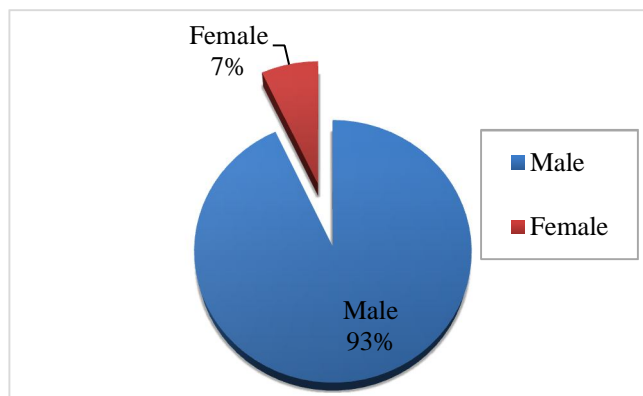


Chart No. 1 Gender of respondents

- 1) *Interpretation:* From the above table it is inferred that 93% of the respondents are belonging to male group of gender and 7% of the respondents are in the female group of gender.

Table No. 2
Age of respondents

Age (in years)	No. of respondents	Percentage
Less than 25 Years	72	55
26 – 35 Years	35	27
36- 45 Years	24	18
Total	131	100%

Source - Primary data

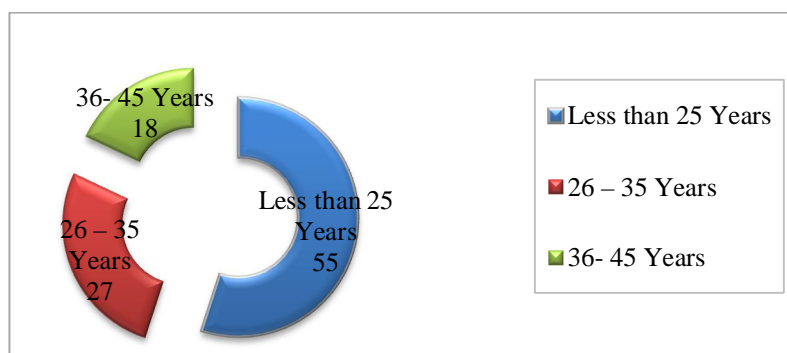


Chart No. 2 Age of respondents

- 2) *Interpretation:* From the above table it is inferred that 55% of the respondents are belonging to the age group of less than 25, 27% of the respondents are in the age group of 26 – 35, remaining 18% of the respondents belong to the age group of 36 – 45.

Table No. 3
Designation of respondents

Designation	No. of respondents	Percentage
Production Supervisor	11	8
Assembly	30	23
Quality Control	35	27
Operator	55	42
Total	131	100%

Source - Primary data

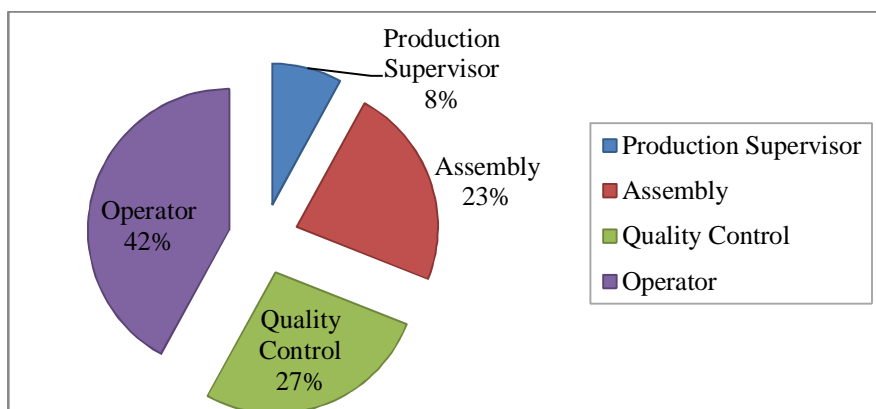


Chart No. 3 Designation of respondents

- 3) *Interpretation:* From the above table it is inferred that 42% of the respondents are belonging to the operator category, 27% of the respondents are belonging to the quality control category, 23% of the respondents are belonging to the assembly category and remaining 8% of the respondents are belonging to the production supervisor category.

Table No. 4
Satisfied about the recognition given at the work place

Opinions	No. of respondents	Percentage
Strongly Agree	68	52
Agree	35	27
Neutral	9	7
Disagree	7	5
Strongly Disagree	12	9
Total	131	100%

Source - Primary data

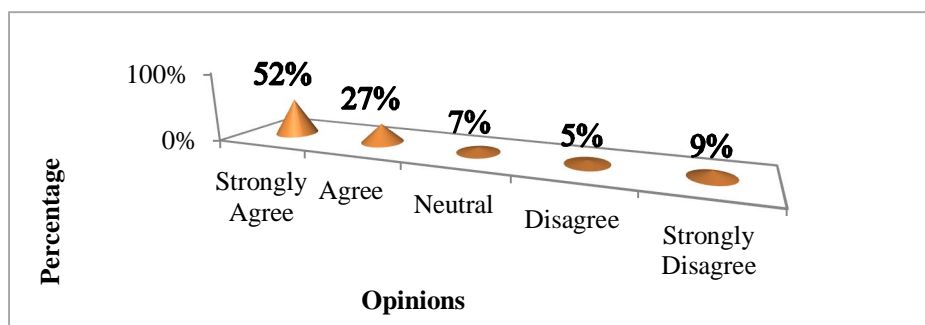


Chart No. 4 Satisfied about the recognition given at the work place

- 4) *Interpretation:* From the above table it is inferred that 52% of the respondents are strongly agreed, 27% of the respondents are agreed, 9% of the respondents are strongly disagreed, 7% of the respondents are neutral and the remaining 5% of the respondents are disagreed with the fact that the satisfaction about the recognition given at the work place.

Table No. 5
There is stress at present in the organization

Opinions	No. of respondents	Percentage
Strongly Agree	59	45
Agree	31	24
Neutral	7	5
Disagree	12	9
Strongly Disagree	22	17
Total	131	100%

Source - Primary data

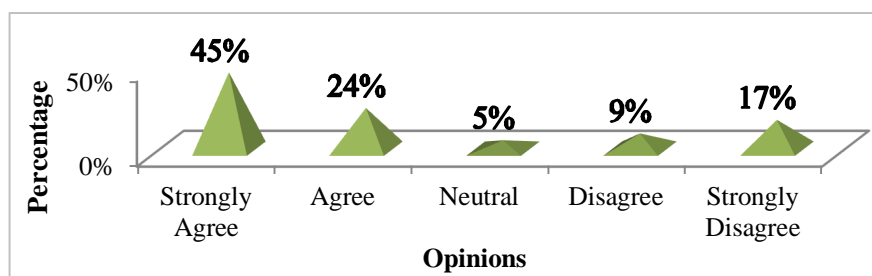


Chart No. 5 There is stress at present in the organization

- 5) *Interpretation:* From the above table it is inferred that 45% of the respondents are strongly agreed, 24% of the respondents are agreed, 17% of the respondents are strongly disagreed, 9% of the respondents are disagreed and the remaining 5% of the respondents are neutral with the fact that there is stress at present in the organization.

VI. RESEARCH HYPOTHESES OF THE STUDY

- 1) H_1 – There is a significant difference between age of respondents and the organization is not having a healthy working condition.
- 2) H_2 – There is a significance difference between income level of respondents and satisfaction with the scale of pay.
- 3) H_3 – There is a significance difference between the designation of respondents and feeling of high job stress.
- 4) H_4 – There is a significant difference between the educational qualification of respondents and heavy work is the main impact of high stress behavior in the organization.
- 5) H_5 – There is a significance difference between the marital status of respondents and healthy relationship with the co-workers.
- 6) H_6 – There is a significance difference between the experience of respondents and there is stress at present in the organization.
- 7) H_7 – There is a significance difference between the qualification of respondents and the management should help in overcoming employee stress.
- 8) H_8 – There is a significant difference between age of the respondents and satisfaction with the scale of pay.
- 9) H_9 – There is a significance difference between the educational qualification of respondents with the job stress is not due to lack of job security.
- 10) H_{10} – There is a significance difference between the experience of respondents and heavy work is the main impact of high stress behavior in the organization.
- 11) H_{11} – There is a significance relationship between age of the respondents and the timing factor causes stress at the work place.
- 12) H_{12} – There is a significance relationship between experience of the respondents and due to stress the absenteeism ratio has been increased.
- 13) H_{13} – There is a significance relationship between educational qualification of the respondents and satisfaction with the performance at work.
- 14) H_{14} – There is a significance relationship between income level of the respondents and negative job stress may lead to low performance, dissatisfaction at work and absenteeism.
- 15) H_{15} – There is a significance relationship between experience of the respondents and remedies like relaxation training, yoga and recreation hub are provided by the organization to reduce stress.
- 16) H_{16} – There is a significant negative correlation between designation of the respondents and there is job security in the present organization.
- 17) H_{17} – There is a significant positive correlation between marital status of the respondents and personal problem will affect the work.
- 18) H_{18} – There is a significant negative correlation between designation of the respondents and satisfaction about the recognition given at the work place.
- 19) H_{19} – There is a significant positive correlation between income level of the respondents and no unity is not main cause of work stress in the organization.
- 20) H_{20} – There is a significant positive correlation between marital status of respondents and no positive attitude towards the job.

VII. HYPOTHESIS TESTING

A. Chi Square Test

Table No. 6

Age of respondents with organization is not having a healthy working condition

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.745 ^a	8	.023
Likelihood Ratio	18.512	8	.018
Linear-by-Linear Association	.739	1	.390
N of Valid Cases	131		

- 1) *Inference:* From the above table, it depicted that the p value (0.023) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significant difference between age of respondents and the organization is not having a healthy working condition.

Table No. 7
Income level of respondents with satisfied with the scale of pay

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	21.966 ^a	12	.038
Likelihood Ratio	23.155	12	.026
Linear-by-Linear Association	1.617	1	.204
N of Valid Cases	131		

- 2) *Inference:* From the above table, it depicted that the p value (0.038) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance difference between income level of respondents and satisfaction with the scale of pay.

Table No. 8
Designation of respondents with there is a feeling of high job stress

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	23.058 ^a	12	.027
Likelihood Ratio	26.558	12	.009
Linear-by-Linear Association	2.260	1	.133
N of Valid Cases	131		

- 3) *Inference:* From the above table, it depicted that the p value (0.027) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance difference between the designation of respondents and feeling of high job stress.

Table No. 9
Educational qualification of respondents with heavy work is the main impact of high stress behavior in the organization

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.820 ^a	12	.011
Likelihood Ratio	28.770	12	.004
Linear-by-Linear Association	1.978	1	.160
N of Valid Cases	131		

- 4) *Inference:* From the above table, it depicted that the p value (0.011) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significant difference between the educational qualification of respondents and heavy work is the main impact of high stress behavior in the organization.

Table No. 10
Marital status of respondents with healthy relationship with the co-workers

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.176 ^a	4	.004
Likelihood Ratio	16.447	4	.002
Linear-by-Linear Association	2.260	1	.133
N of Valid Cases	131		

- 5) *Inference:* From the above table, it depicted that the p value (0.004) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance difference between the marital status of respondents and healthy relationship with the co-workers.

Table No. 11

Experience of respondents with there is stress at present in the organization

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	26.341 ^a	12	.010
Likelihood Ratio	27.258	12	.007
Linear-by-Linear Association	5.672	1	.017
N of Valid Cases	131		

- 6) *Inference:* From the above table, it depicted that the p value (0.010) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance difference between the experience of respondents and there is stress at present in the organization.

Table No. 12

Educational qualification of respondents with management should help in overcoming employee stress

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	23.136 ^a	12	.027
Likelihood Ratio	21.627	12	.042
Linear-by-Linear Association	1.204	1	.273
N of Valid Cases	131		

- 7) *Inference:* From the above table, it depicted that the p value (0.027) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance difference between the educational qualification of respondents and the management should help in overcoming employee stress.

Table No. 13

Age of respondents with satisfied with the scale of pay

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.538 ^a	8	.049
Likelihood Ratio	15.880	8	.044
Linear-by-Linear Association	1.484	1	.223
N of Valid Cases	131		

- 8) *Inference:* From the above table, it depicted that the p value (0.049) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significant difference between age of the respondents and satisfaction with the scale of pay.

Table No. 14

Educational qualification of respondents with job stress is not due to lack of job security

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	21.559 ^a	12	.043
Likelihood Ratio	26.434	12	.009
Linear-by-Linear Association	.109	1	.742
N of Valid Cases	131		

- 9) *Inference:* From the above table, it depicted that the p value (0.043) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance difference between the educational qualification of respondents with the job stress is not due to lack of job security.

Table No. 15

Experience of respondents with heavy work is the main impact of high stress behavior in the organization

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.908 ^a	12	.011
Likelihood Ratio	25.151	12	.014
Linear-by-Linear Association	.664	1	.415
N of Valid Cases	131		

10) *Inference:* From the above table, it depicted that the p value (0.011) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance difference between the experience of respondents and heavy work is the main impact of high stress behavior in the organization.

B. ANOVA

Table No. 16

Age of the respondents with timing factor causes stress at the work place

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	9.244	2	4.622	3.133	.047
Within Groups	188.833	128	1.475		
Total	198.076	130			

1) *Inference:* From the above table, it depicted that the p value (0.047) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance relationship between age of the respondents and the timing factor causes stress at the work place.

Table No. 17

Experience of the respondents with due to stress the absenteeism ratio has been increased

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	20.996	3	6.999	2.812	.042
Within Groups	316.134	127	2.489		
Total	337.130	130			

2) *Inference:* From the above table, it depicted that the p value (0.042) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance relationship between experience of the respondents and due to stress the absenteeism ratio has been increased.

Table No. 18

Educational qualification of the respondents with satisfied with the performance at work

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	9.382	3	3.127	2.945	.035
Within Groups	134.847	127	1.062		
Total	144.229	130			

3) *Inference:* From the above table, it depicted that the p value (0.035) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance relationship between educational qualification of the respondents and satisfaction with the performance at work.

Table No. 19

Income level of the respondents with negative job stress may lead to low performance, dissatisfaction at work and absenteeism

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.556	3	3.519	3.514	.017
Within Groups	127.170	127	1.001		
Total	137.725	130			

- 4) *Inference:* From the above table, it depicted that the p value (0.017) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance relationship between income level of the respondents and negative job stress may lead to low performance, dissatisfaction at work and absenteeism.

Table No. 20

Experience of the respondents with remedies like relaxation training, yoga and recreation hub are provided by the organization to reduce stress

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	9.164	3	3.055	3.088	.030
Within Groups	125.630	127	.989		
Total	134.794	130			

- 5) *Inference:* From the above table, it depicted that the p value (0.030) is less than 0.05 at 5% level of significance. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 . Hence, there is a significance relationship between experience of the respondents and remedies like relaxation training, yoga and recreation hub are provided by the organization to reduce stress.

C. Correlation

Table No. 21

Designation of the respondents with there is job security in the present organization

Descriptive		Designation of respondents	There is job security in the organization
Designation of respondents	Pearson Correlation	1	-.238**
	Sig. (2-tailed)		.006
	N	131	131
There is job security in the organization	Pearson Correlation	-.238**	1
	Sig. (2-tailed)	.006	
	N	131	131
*. Correlation is significant at the 0.05 level (2-tailed).			

- 1) *Inference:* From the above table, it depicted that negative correlation exists between the two factors, since p value is 0.006. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 , stating that there is a significant negative correlation between designation of the respondents and there is job security in the present organization. This implicates that the job security of the employees is less correlated with the designation of the employees.

Table No. 22 Marital status of the respondents with personal problem will affect the work

Descriptive		Marital status of respondents	Personal problem will affect the work
Marital status of respondents	Pearson Correlation	1	.189*
	Sig. (2-tailed)		.031
	N	131	131
Personal problem will affect the work	Pearson Correlation	.189*	1
	Sig. (2-tailed)	.031	
	N	131	131

*. Correlation is significant at the 0.05 level (2-tailed).

- 2) *Inference:* From the above table, it depicted that positive correlation exists between the two factors, since p value is 0.031. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 , stating that there is a significant positive correlation between marital status of the respondents and personal problem will affect the work. This implicates that the personal problem of the employees will affect the work is highly correlated with the marital status of the employees.

Table No. 23

Designation of the respondents with satisfied about the recognition given at the work place

Descriptive		Designation of respondents	Satisfied about the recognition given at the work place
Designation of respondents	Pearson Correlation	1	-.218*
	Sig. (2-tailed)		.012
	N	131	131
Satisfied about the recognition given at the work place	Pearson Correlation	-.218*	1
	Sig. (2-tailed)	.012	
	N	131	131

*. Correlation is significant at the 0.05 level (2-tailed).

- 3) *Inference:* From the above table, it depicted that negative correlation exists between the two factors, since p value is 0.012. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 , stating that there is a significant negative correlation between designation of the respondents and satisfaction about the recognition given at the work place. This implicates that the satisfaction of the employees about the recognition given to them at work is less correlated with the designation of the employees.

Table No. 24

Income level of the respondents with no unity is not main cause of work stress in the organization

Descriptive		Income level of respondents	No unity is not main cause of work stress in the organization
Income level of respondents	Pearson Correlation	1	.208*
	Sig. (2-tailed)		.017
	N	131	131
No unity is not main cause of work stress in the organization	Pearson Correlation	.208*	1
	Sig. (2-tailed)	.017	
	N	131	131

*. Correlation is significant at the 0.05 level (2-tailed).

- 4) *Inference:* From the above table, it depicted that positive correlation exists between the two factors, since p value is **0.017**. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 , stating that there is a significant positive correlation between income level of the respondents and no unity is not main cause of work stress in the organization. This implicates that the no unity is not main cause of work stress to the employees in the organization is highly correlated with the income level of the employees.

Table No. 25

Marital status of respondents with no positive attitude towards the job

Descriptive		Marital status of respondents	No positive attitude towards the job
Marital status of respondents	Pearson Correlation	1	.222*
	Sig. (2-tailed)		.011
	N	131	131
No positive attitude towards the job	Pearson Correlation	.222*	1
	Sig. (2-tailed)	.011	
	N	131	131

*. Correlation is significant at the 0.05 level (2-tailed).

- 5) *Inference:* From the above table, it depicted that positive correlation exists between the two factors, since p value is **0.011**. Therefore, the null hypothesis H_0 is rejected by accepting the alternate hypothesis H_1 , stating that there is a significant positive correlation between marital status of respondents and no positive attitude towards the job. This implicates that the no positive attitude towards the job of the employees in the organization is highly correlated with the marital status of the employees.

VIII. FINDINGS

- 1) 93% of the respondents are belonging to the male group.
- 2) 55% of the respondents are belonging to the age group of less than 25 years.
- 3) 52% of the respondents are belonging to HSC (higher secondary) of education.
- 4) 71% of the respondents are single (unmarried).
- 5) 72% of the respondents are having the income of 10,000 to below 20,000.
- 6) 50% of the respondents are having below 2 years of experience.
- 7) 42% of the respondents are belonging to the operator category.
- 8) 42% of the respondents are agreed with the fact that the working environment itself feels stressed in the organization.
- 9) 43% of the respondents are strongly agreed with the fact that that the timing factor causes stress at the work place.
- 10) 52% of the respondents are strongly agreed with the fact that they are satisfied about the recognition given at the work place.
- 11) 45% of the respondents are strongly agreed with the fact that there is stress at present in the organization.
- 12) 48% of the respondents are strongly agreed with the fact that they are satisfied about the performance at work in the organization.
- 13) 32% of the respondents are agreed with the fact that heavy work is the main impact of high stress behavior in the organization.
- 14) 51% of the respondents are strongly agreed with the fact that their personal problem will affect their work in the organization.
- 15) 56% of the respondents are strongly disagreed with the fact that due to stress, their absenteeism ratio has been increased in the organization.
- 16) 42% of the respondents are agreed with the fact that the present organization is not having healthy working condition in the organization.
- 17) 33% of the respondents are disagreed with the fact that they are having a healthy relationship with their co-workers in the organization.
- 18) 36% of the respondents are disagreed with the fact that their colleagues are willing to listen to the work related problems in the organization.
- 19) 56% of the respondents are strongly disagreed with the fact that "no unity" is not the main cause of work stress in the organization.
- 20) 41% of the respondents are agreed with the fact that they are getting stress, when over burdened with the work in the organization.
- 21) 35% of the respondents are agreed with the fact that they are getting stress on reaching home late, due to heavy workload.
- 22) 42% of the respondents are agreed with the fact that their superior is showing their own likes and dislikes while assessing the employees in the organization.
- 23) 51% of the respondents are strongly disagreed with the fact that there is job security in the present organization.
- 24) 55% of the respondents are strongly agreed with the fact that they are not having a positive attitude towards the job.

- 25) 48% of the respondents are agreed with the fact that the negative job stress may lead to low performance, dissatisfaction at work and absenteeism.
- 26) 40% of the respondents are strongly agreed with the fact that the management should help in overcoming employee stress.
- 27) 37% of the respondents are agreed with the fact that the stress is unavoidable in work environment.
- 28) 34% of the respondents are agreed with the fact that the job is dissatisfied.
- 29) 51% of the respondents are disagreed with the fact that the scale of pay is satisfied.
- 30) 56% of the respondents are disagreed with the fact that the job stress is not due to lack of job security.
- 31) 37% of the respondents are neutral with the fact that their high stress behavior in the organization is due to pressure from management.
- 32) 34% of the respondents are agreed with the fact about there is a feeling of high job stress.
- 33) 41% of the respondents are strongly agreed with the fact they are getting stress, when there is no recognition for the performance at the work.
- 34) 51% of the respondents are disagreed with the fact that the management is not taking steps to overcome employee stress level at the workplace.
- 35) 44% of the respondents are strongly agreed with the fact that the management is not conducting any training session for workers to reduce stress.
- 36) 52% of the respondents are disagreed with the fact that the company has tour arrangement programs for workers to reduce stress.
- 37) 53% of the respondents are disagreed with the fact that the remedies like relaxation training, yoga and recreation hub are provided by the organization to reduce stress.

IX. SUGESSTIONS

Organization should develop proper working environment facilities so, that the employees do their work with interest. The importance of team work and group cohesiveness should be necessitated to the employees. The lack of job security is one of the most influencing factors of stress so that, the company could provide suitable promotion opportunities. Due consideration can be made on increasing the compensation level of employees as most of the workers have very low salary. The company can provide some entertainment and holiday package to reduce the stress level of the employees. Proper counseling and support can be given to the employees by the management.

X. FUTHER SCOPE OF THE STUDY

Further, the focus of the study was limited to the fact that there are limitations as to the number of respondents, scope of the study and the variables used. Therefore, it is suggested that further studies shall be conducted with larger sample, wider scope and inclusion of more variables as appropriate.

XI. CONCLUSIONS

Most of the employees feel high level of job stress. The major causes to the stress are low job security and heavy work overloads and low salary. Emphasis should be dealt on minimizing work overloads for employees because this also affects employee performance. To scrutinize those facts and accomplish those prerequisite some initiatives are suggested to the management to reduce the stress. The organizations can prevent negative stress and its consequences by training managers and personnel effectively for better recognition and management of stress factors. Positive attitude and meditation will be helpful for coping with the stress. If management could afford a due attention to suggestion and properly implemented that would reduce the stress level of employees and thereby to enhance their career level, which directly contributes to the maximization of the production of the organization.

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