

**A STUDY ON RELATIONSHIP BETWEEN PERSONAL VARIABLES AND IMPACT
OF OCCUPATIONAL STRESS AMONG ENGINEERING INDUSTRIES EMPLOYEES
IN COIMBATORE**

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Abstract

With the emergent development of globalization of the business world, organizations must adopt various sorts of strategies and additional procedures in comprehensive and pioneering way in order to achieve well-organized and effective work. Employees are the back bone of any organization and to make them work effectively, many strategies are being followed. Though, employees' performance and effectiveness in the workplace depends on a number of factors such as financial support, educational background, job position and attitude etc.. Objectives of the study, To study on personal variables and impact of occupational stress among engineering employees in Coimbatore. Methodology of the study, Descriptive research design has been used in this study. Primary as well as secondary data has been used in this study. Primary data collected through questionnaire. Coimbatore city is the sample unit. 650 respondents used in this study. Convenience sampling used in this study. Chi-square test has been used in this study. Findings of the study, From the analysis it has been concluded that there is no relationship between residence area and impact of occupational stress towards job performance among the engineering industries employees. Suggested this study, A counselor should be appointed in the organization, who can look after the grievances to employees and can deal with social, emotional and psychological problems. Conclude this study, Good organization culture lead to over all organization development through employee commitment" it is wrong assumptions that once material well being is assured men would live happily even after.

Keywords:Occupational stress, Psychological, organisation etc.,

I.1. INTRODUCTION

The role of Human Resource Management in organization has been evolving dramatically in recent times. The days of personnel management performing clerical duties such as record keeping paper pushing and life maintenance are over. Human Resource is increasingly receiving attention as a critical strategic partner, assuming stunningly different, for reaching transformational roles and responsibilities. Taking the strategic approved to human resource management involves making the function of managing human assets the most important priority in the organizations and integrating all human resource policies and programmes the frame-work of a company's strategy.

Human Resource Management is a process bringing people and organizations together so that the goals of each are met. In short, it may be defined as the art of procuring, developing and maintaining competent workforce to achieve the goals of an organization in an effective and efficient manner. The scope of Human Resource Management is very wide. Research in behavioral sciences, new trends in managing knowledge workers and advances in the field of training have expanded the scope of Human Resource in recent years.

The primary purpose Human Resource Management is to make people's strengths productive and to benefit customers, stock holders and employees. Human Resource Management requires that employees be motivated to exert their maximum efforts that their performance be evaluated properly for results and that they be remunerated on the basis of their contributions to the organizations. Human Resource Management tries to prompt and stimulate every employees to realize his potential. To this end suitable programmes have to be designed and aimed at improving the quality of work life. It makes employment in the organization a desirable, personal and social situation. Without improvement in the quality of work life, it is difficult to improve organizational performance. It is responsibility of Human Resource Management to communicate in the fullest possible sense: tapping ideas opinions and feelings of customers, non-customers, regulators and other external public as well as understanding the views of internal human resources. Human Resource Management ensure that organizations manage human resource in an ethical and socially responsible manner through ensuring compliance with legal and ethical standards. Staff managers usually help and advise

line managers in achieving organizational goals. Human Resource Managers are experts in assisting line managers in areas like recruiting, selecting, training and compensating.

I.2. OCCUPATIONAL STRESS

Organizational life is quite stressful new technologies, global competition, competitive pressures, have multiplied the woes of employees in recent times. Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. Their organizations are less likely to be successful in a competitive market. Stress is the “wear and tear” of our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As positive influences, stress can help compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence it can result in feelings of destruct, rejection, anger and depression, which in turn can lead to health problem such as headache, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart diseases and stroke. Thus it badly affects the productivity of the person in his functional area. Stress is an emotional, an intellectual or physical reaction to change or demands. Anything that cause change in routine is stressful. Anything that causes change in body health is stressful. Stress is any thing that physically, emotionally and psychologically pressures an individual. The stress reaction prepares the mind and body reacts to any situation like, threatening or exciting. The way a person handles stress can cause headaches, backaches, loss of appetite, fatigue, depression and potentially serious physical problems.

I.3. STATEMENT OF THE PROBLEM

Work stress is a real phenomenon and it is associated with job satisfaction level of a worker in any place. In the case of Employees of Textiles industries there are many factors leading the employees in stressful situations. Some important factors associated with organizational stress among the employees are their over work load, working condition, role conflict, role ambiguity, relationship between managers and employees, society and family members, lack of experience in dealing the Human Resource procedures, lack of sense of belonging among the employees. Other than this, the employees find lack of availability and associability in department, lack of objectivity, multiple roles, lack of office space and time.

From this point of view we can find that the employees of textile industries facing lot of stress in the organizations. All these factors effect there physical, mental, social circumstances. It makes a employees ineffective and inefficient in their functional roles. This made the researcher to opt for the study “A study on personal variables and impact of occupational stress among engineering employes in Coimbatore”. Through this research the researcher wanted to highlight the work stress faced by the employees.

I.4. OBJECTIVES OF THE STUDY

1. To study on personal variables and impact of occupational stress among engineering employees in Coimbatore
2. To offer suggestions to mitigate the stress problems identified

I.5. METHODOLOGY OF THE STUDY

Descriptive research design has been used in this study. Primary as well as secondary data has been used in this study. Primary data collected through questionnaire. Coimbatore city is the sample unit. 650 respondents used in this study. Convenience sampling used in this study. Chi-square test has been used in this study.

I.6. ANALYSIS AND INTERPRETRATION

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
IMPACT OF STRESS	650	48.00	180.00	80859.00	124.3985	21.37333

The above table shows that the impact of stress scores of respondents vary from a minimum of 48 to a maximum of 180. It is intended to group the respondents into 3 major type's namely low, medium and high level of factors induces towards job performance. For this purpose Mean and S.D are calculated. The respondents who have obtained scores of Mean – 21.37 S.D were classified into low impact of stress and the respondents who score more than Mean+21.37 S.D were classified into impact of stress. The scores of the respondents falling between Mean- 21.37 S.D and Mean+21.37 S.D are grouped as Medium level of impact of stress. The various

factors induces job performance scores of various factors were compared across the Low, Medium and High overall impact of stress of respondents and the results are discussed below: Following variables for taken for factors induces for job performance. 1.I work under incompatible policies and guidelines 2. I have incompatible requests from different people 3.I get regular feedback on how I am doing the job 4.I have little chance in contributing to decision making and also towards financial policies 5.I feel stressed because of the high cost of living which could not be met by my salary and expenses 6.The disciplines really inspires the very best in me in the way of job performance 7.Neat arrangement is not available. In order to find the relationship between personal variables and Impact of occupational stress, a chi- square test has been employed below.

1.7 NULL HYPOTHESES:

There is no relationship between age and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between gender and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between educational qualification, and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between position held, and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between monthly salary, and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between marital status, and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between number of dependents, and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between residence area, and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between residence type and occupational stress among engineering industries employees in Coimbatore.

There is no relationship between commutation and occupational stress among engineering industries employees in Coimbatore.

**TABLE NO.1- CHI-SQUARE TEST
PERSONAL VARIABLES AND IMPACT OF OCCUPATIONAL STRESS AMONG
ENGINEERING INDUSTRIES EMPLOYEES IN COIMBATORE**

Pearson Chi-Square	Calculated Chi-square Value	DF	P. value	S/NS	Remarks
Age	13.010	6	.000**	S	Rejected
Gender	23.778	2	.008**	S	Rejected
Educational qualification	13.285	10	.024*	S	Rjected
Position Held	27.368	4	.000**	S	Rejected
Monthly Salary	12.473	10	.001**	S	Rejected
Maritial Status	23.200	6	.003**	S	Rejected
number of dependents	24.404	6	.002**	S	Rejected
Residence Area	1.813	4	.770	NS	Accepted
Residential Type	13.258	4	.026*	S	Rejected
Commutation	13.021	4	.001**	S	Rejected

**** - Significant at 1% level S-Significant * - Significant at 5% level NS- Not Significant**

It has been clear that the chi-square test that the p-value (.000) has been less than 0.05 and the result has significance at 5 per cent level. Hence, the null hypothesis (H_0) has been rejected and the alternative hypothesis (H_1) has been accepted. From the analysis it has been concluded that there is a relationship between age, gender, educational qualification, position

held of employees, monthly salary, marital status, residence area, residential type and commutation and impact of occupational stress towards job performance among the engineering industries employees.

It has been clear that the chi-square test that the p-value (.000) has been more than 0.05 and the result has not significance at 5 per cent level. Hence, the null hypothesis (H_0) has been accepted and the alternative hypothesis (H_1) has been rejected. From the analysis it has been concluded that there is no relationship between residence area and impact of occupational stress towards job performance among the engineering industries employees.

I.8. SUGGESTIONS OF THE STUDY

The researcher point out some suggestions to regulate and prevent the stress level of employees:

- Understand and solve their problems through proper counseling and awareness programs.
- Give more importance for recreational activities.
- Conducting training programs, organizing workshops and discussions are essential to employees to get more acquaintance relating to the job.
- A counselor should be appointed in the organization, who can look after the grievances to employees and can deal with social, emotional and psychological problems.
- Practice relaxation techniques like yoga and meditation. May be arranged by the organization.

I.9. CONCLUSION

Good organization culture lead to over all organization development through employee commitment” it is wrong assumptions that once material well being is assured men would live happily even after. Since man is a psychological creature and a spiritual being his needs are unified to material well brings alone but include several other qualitative aspects which are discussed in the study. Science and technology are advancing day by day in the society. Today’s society is accepting all these changes. These changes causes to different problems in the society. The researcher conducted a study on Stress and Stress Management among employees in engineering industries. In this competitive field they are facing a lot of psychological, Health problem and the problems from the society also. The study came out with certain findings. Nearly half of the respondents had very relaxed stress level and most of the respondent had the

stress management. Though the stress can be reduced through counseling, recreational activities and relaxation techniques. This is a good result got from the respondents.

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