



STRESS MANAGEMENT AMONG EMPLOYEES IN BANNARI AMMAN SUGARS LTD AT SATHYAMANGALAM

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ABSTRACT

The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders. Stress refers to individual's reaction to a disturbing factor in the environment. It is an adaptive response to certain external factor or situation or what can be called environmental stimuli as reflected in an opportunity, constraint, or demand the outcome of which is uncertain but important. The main purpose of stress management is to manage and reduce the stress through suitable coping up techniques. This study would management as well as the employees to identify the factors causing stress and coping strategies to be followed.

Stressmanagementreferstothewidespectrumoftechniquesandpsychotherapies aimed at controlling Stress management refers to the usage of various techniques to control a person's stress level, especially chronic stress, to enhance smooth functioning of the person. Stress causes numerous physical and mental symptoms based on each individual's situation in life. These include physical health decline, depression etc., Stress management is one of the keys to a happy and successful life in modern society.

KEY WORD : *Studying stress among employees.*

INTRODUCTION

Bannari Amman Group is an industrial conglomerate based in Tamil Nadu in India with wide spectrum of manufacturing, trading and service activities. Manufacturing and trading include sugar, alcohol, liquor, granite etc... The service sector has wind power energy, education etc.

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Stress has become a part of work life. Corporate have started to emphasize on a person's levels of stress, especially chronic stress, usually for the purpose of improving everyday functioning.

In this context, the term 'stress' refers only to a stress with significant negative consequences, or distress in the terminology advocated by Hans Selye, rather than what he calls eu-stress, a stress whose consequences are helpful or otherwise positive. Stress produces numerous symptoms which vary according to persons, situations and severity. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and successful life in modern society.

Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being. In today's world, the degree of stress increased owing to



urbanization, globalization that results into cut-throat competition. Stress is inescapable part of modern life; work place is becoming a volatile stress factory for most employees and it is rightly called as the Age of anxiety. Stress has becoming significantly with the result of dynamic social factors and changing needs of life styles.

REVIEW OF LITERATURE

K. Keerthi,A.Arulraj (2011) - this study on Stress Management with reference to TATA CONSULTANCY SERVICES a study has been Conducted on the levels, causes and consequences of stress in relation to age, experience, perception, and Environment. Both internal and external factors causing stress is studied upon and their relationship with work are Established with the use of statistical tool such as Weighted Average Method besides Graphical and Percentage Analysis. It is found from the study that the employees are prone to low stress and this serve as eye opener for Management to make timely discussion to prevent its transformation to higher levels of stress.Further this study Was keen in gathering information expected by the employees to cope with stress, as this project will serve as a Source of information to management in taking decision related to stress.

Geeta Kumari and K.M. Pandey,(2011) - In this work the analysis has been done on stress Management of Avtar steel industries, Chennai.Asample size Of 100 is taken for the purpose of analysis made from primary And secondary data. Out of the total sample most of the Respondents are male and many are between 50 and above. Most of the respondents are under graduate and have Professional qualification. Most of the respondents have 10-15 Years of long association with the organization. Almost all the Respondents are satisfied with the physical and psychological Working condition of the organization, and only fewer Respondents are dissatisfied with the psychological working ,Condition of the organization. The opinion about the training Programs conducted by the

organization is almost better, According to majority of the respondents.

R Gomathi,R Deepika (2013) - Stress has become a major concern of the modern times as it can cause harm to employee’s health and performance. Work Related stress costs organization billions of dollars each year through sickness, turnover and absenteeism. So it becomes necessary for Every organization to know the factor causing stress among the employees as well as how they cope up with stress to make the employee More participative and productive. This research study was conducted to find out the factor causing stress among employees and to know How they cope up with stress. The Research design used was a descriptive research. The primary data has been collected through a Questionnaire method. The sample design used in the study was Convenience Sampling Technique with a sample size of 60. The Collected data has been analysed through various tools like Percentage Analysis, Chi- Square Test & ANOVAs, and Factor Analysis.

STATEMENT OF THE PROBLEM

When a person or a company’ s managers know the reasons of stress, they are no more blind and no more fight with only possible stress reasons, they see the stress source, and they are able to choose the best instruments or way to fight with it purposefully. If for instance the reason of stress situation is too long working day, additional small coffee pause can be possibly organized.

OBJECTIVES OF THE STUD

- To analyze the factors influencing stress among the employees.
- To study the relationship between job profile and level of stress among the employees.
- To study on job stress among employees of BANNARI AMMAN SUGARS Ltd
- To examine the relaxation techniques practiced in the organization.

RESEARCH METHODOLOGY

Area of study	Bannari Amman Sugars ltd, Sathyamangalam
Sample size	120 respondent
Sources of data	Primary data and secondary data
Sample technique	Convenience sampling
Proposed tools	Sampling percentage Analysis

LIMITATIONS OF STUDY

- Data is collected from the employees in Bannari Amman sugars Ltd.
- Due to personal inconvenience the

employees working in night shifts could not be met for data collection.

- Accuracy is also another problem for the sample may not reveal the fact.



FINDINGS

Simple Percentage Analysis

- Majority 77% of the respondents are male
- Majority 45% of the respondent's income level is below Rs. 10,000
- Majority 50% of the respondents are come to under the age group of below 30.
- 33% of the respondents belong to HSS educational qualification.
- Majority 64% of the respondents are not committed any mistake while working
- Majority 71% of the respondents feel extreme pressure
- 36% of the respondents perceive that their work is growth oriented
- Majority 58% of the respondents are working at extra time
- Majority 58% of the respondents are feel relaxed about their work
- 36% of the respondents are feels satisfied in their work environment
- 37% of the respondents are satisfied in the working hours
- Majority of the respondents ranked as first for self-development as a factor to reduce their stress.
- Majority 44% of the respondents feel good in recognition from superiors
- Majority 48% of the respondents express that agree the freedom for suggestion
- Majority 52% of the respondents state that basis for promotion is performance
- Majority 55% of the respondents agree that the present job helps for knowledge
- 25% of the respondents state that the way of expressing their stress is discussing with colleagues
- Majority 45% of the respondents state that they never pressured to work for long hours
- Majority 55% of the respondents state that they never have full freedom to express their suggestions for improvement
- Majority 44% of the respondents state that they never have support of colleagues when depression.
- Majority 74% of the respondents are satisfied with current employees.
- Majority 36% of the respondents felt poor towards the feeling about grievance handling system in your organization.
- Majority 51 % of the respondents are strongly agreed about they feel tired or depressed because hectic work schedule.
- 31% of the respondents said meditation that they are managing stress from work.
- Majority 51% of the respondents said moody meditation is the symptoms of stress.

- Majority 48% of the respondents said poor salary are causes to get stress.

SUGGESTIONS

- Before formulating policies, it is advisable to an organization, to have discussion with its employees otherwise it will produce negative results.
- People should not be forced to finish the target, should be given extra time to the slow-performing workers.
- Most of the respondents felt that there does not exit mutual understanding within the employees groups. In this regard management shall take necessary steps for building a team sprit among their employees groups.
- The organization may arrange for cultural and festival celebration for the employees which relives the employees stress and provide a free hand working environment within the industrial region.
- If the management creating positive images and counseling, it reduce the stress and also increase confidence in working environment.
- Set realistic academic and personal priorities. Periodically don't overload the employees with unimportant tasks.
- Salary has to be increased and the safety measure should be implemented on time required.
- Temporary employees should be assigned in the place of the employees who are absent.
- Medical check up should be given frequently.

CONCLUSION

Stress is an unavoidable feel which cannot be eliminated from a living beings day to day life, but the level of stress gets varied from one individual to other based on the environment. Stressors in any form level are capable of creating an ill effect to any living beings. Hence any species in this mother earth for cannot be excluded from this nature's theory. By managing both external and internally posed stress, over the employees using good psychological some techniques, the intended results can be elicited. In jobs where concentration is a rare commodity, there are various solutions to creating the periods of flow that sustain good performance. Solutions include working from home, or setting aside parts of the day as quiet periods. Another solution might be to delegate the activities that require the greatest levels of concentration, allowing the manager to concentrate on problems as they arise, serving to create a flow of its own.



In the company, employees are satisfied with the working hours, workload, working environment and grievance handling mechanism etc..Employees are working relaxed and stress level is not high. Most of the employees are using meditation to overcome from their stress.

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