



A STUDY ON STRESS MANAGEMENT AMONG WORKING PEOPLE IN PRIVATE SECTOR DURING COVID-19 PANDEMIC WITH REFERENCE TO CBE

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ABSTRACT

Stress has become the 21st century buzz word, from the high pervading corporate echelons to the bassinets of teaching infants' nurseries we find this word liberally used. Stress Management can be defined as interventions designed to reduce the impact of stress in the work place. Today's workplace stress is becoming a major issue and matter of concern for the employees and the organizations. It has become a part of life for the employees, as life today has become so complex, at home as well as outside that stress is impossible to avoid. During the past decade the private sector had undergone rapid and striking changes, today it is believed all around the world that even a little bit of stress is undergone by a working employee. The job nature of private sector employees is very tedious as it involves the completion of target or work within a specified period. The employees can notice a number of symptoms indicating high level stress among them due to pressure in their work.

KEYWORDS: *Stress, workplace stress, personal and family problems, techniques.*

INTRODUCTION

Various events in life cause stress, i.e, from the starting with the birth of a child and enduring with the death of the dear one. Thus, stress is inevitable in our society. Researcher on stress makes it clear that, to enter in to the complex area of stress, especially in to the area of occupational stress, is very difficult. Stress is an avoidable consequence of modern living. The

STATEMENT OF THE PROBLEM

Stress plays a vital role in every person's life, both in personal life and job life. A study on stress management in and around Coimbatore is done with the low level of the employees. There are many employees working in day and night shifts, especially in this COVID-19 period. One of the reasons for this

present world is a fast changing and there are a lots of pressures and demands at work. These pressures at work lead to physical disorders. Many practical stress management techniques are available, some for use by health professional and others, for self-help, which may help an individual reduce their levels of stress, provide positive feeling of control over one's life and promote general well-being.

stress is based on the shifts they are undergone i.e., work from home basis. This study examines the individual stressors and organizational stressor in every company.

SCOPE OF THE STUDY

Job stress, which can be lead to the poor health and even cause injury. Workers who are all stressed are also



more likely to unhealthy, poorly motivated less productive and less safe at the work. Employers cannot usually protect workers from the stress arising outside of the work, but they can protect them from the stress that are arises through work. Stress at work can be a real problem to the organizations as well as for its workers. This study is helpful in arising the extent of stress experienced by the employees in Private Sector

OBJECTIVES OF THE STUDY

- To study the different aspects of work stress among employees.
- To identify the major cause for stress among employees.
- To know how the employee manage the stress.
- To understand how employee react for the stress.
- To know the socio and economic objectives of the employees.

LIMITATIONS OF THE STUDY

- This study has also some limitations and they must be acknowledged.
- The major limitations of the study are that respondents' bias cannot be judged and the sample size.
- Because, the study confined to in and around Coimbatore only and hence the result cannot be final key.
- Due to time constrains, the number of respondents taken for the study is limited to150.
- The study has been done within a period of 3 months.
- Sometimes the consumer may not be genuine in their answer.

REVIEW OF LITERATURE

- Charu M. (2013) - He in his study stated that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role

Company. Thus, the scope of the study has been designed to know the stress of employees working in the private sector. The study also tries to find out the consequences of stress on productivity of employees and also it attempts to find out to know the role of organization to remove the stress among the IT employees.

demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of work life. The main reason of stress amongst the associates of IT industry is the rapid change in technology.

- P.S. Swaminathan, & Rajkumar S. (2013)- He conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employee is very individual in nature. His study indicates about an optimum level in which every individual can perform with his full capacity. He has identified three conditions responsible for work stress they are a) Role overload b) Role self-distance c) Role stagnation.
- Karthik R. (2013)- Employee's performance at work is in-fluenced by stress that can be either positive or negative. The employee performs better if they face low to moderate amount of stress. Hence, it aims at reducing the level of stress rather than eliminating stress completely.

Tools For Analysis

The tools used for analysis are

- Simple percentage analysis.
- Chi-square test
- Simple average
- Weighted average
- Rank analysis

**Frequency Table
Simple percentage****OCCUPATIONAL STATUS?**

S.NO	OCCUPATIONAL STATUS	NO.OF. RESPONDENT	PERCENTAGE (%)
1	STUDENT	24	16
2	EMPLOYEE	61	40.7
3	PROFESSIONAL	58	38.7
4	OTHERS	7	4.7
	TOTAL	150	100

It is observed from the above table that 40.7% of the respondents are employee, 38.7% of the respondents are professional, 16% of the respondent is students, 4.7% of the respondent is others.

Majority 40.7% of the respondents are employee.

NATURE OF WORK?

S.NO	WHAT IS THE NATURE OF YOUR WORK?	NO.OF. RESPONDENT	PERCENTAGE (%)
1	SKILLED LABOR	43	28.7
2	TECHNICAL	59	39.3
3	SERVICE	27	18
4	OTHERS	21	14
	TOTAL	150	100

It is observed from the above table that 39.3% of the respondents are technical, 28.7% of the respondents are skilled labor, 18% of the respondents are service, 14% of the respondent is others.

Majority 39.3% of the respondents are technical.

Simple Average:**HANDLING WORK LOAD?**

S.NO	ACCORDING TO YOU WHAT IS THE BEAT WAY TO HANDLE WORK LOAD?	NO.OF. RESPONDENT	SIMPLE AVERAGE
1	GET HELP	16	0.10
2	THINK POSITIVE	76	0.50
3	LEARN TO SAY NO	22	0.14
4	PRIORITIZE WORK	36	0.24
	TOTAL	150	0.98

It is observed from the above table that 0.50- of the respondents says think positive, 0.24- of the respondents says prioritize work, 0.14 – learn to say no, 0.10 – says get help.

Majority 0.50- of the respondents says think positive.

**Rank Analysis****CONTROLLING THE STRESS.**

FACTORS	1(5)	2(4)	3(3)	4(2)	5(1)	TOTAL SCORE	RANKING
COUNSELING	61 305	25 100	28 56	15 30	21 21	150 512	I
LEISURE BREAK	23 115	47 188	28 56	33 66	19 19	150 444	V
SPORTS ACTIVITIES	34 170	29 116	39 117	25 50	23 23	150 476	III
RECOGNIZING GOOD WORK	24 120	32 128	38 114	31 62	25 25	150 449	IV
JOB ROTATION/ INFORMAL RELATIONSHIP	39 195	34 136	26 78	23 46	28 28	150 483	II

From this ranking analysis, it is found that counseling (Rank-1), which comes next followed by job rotation/informal relationship (Rank-2), sports activities (Rank-3), recognizing good work (Rank-4), leisure break (Rank-5).

Majority of the respondent behavior towards counseling as the major factor in controlling the stress.

Weighted Average**LEVEL OF SATISFACTION**

FACTORS	STRONGLY AGREE (4)	AGREE (3)	NEUTRAL (2)	DISAGREE (1)	TOTAL SCORE	MEAN SCORE
HAVING VERY LONG WORKING HOURS	35 140	65 195	36 72	14 14	150 421	2.806
HAVING TOO MUCH OF WORK ALLOTTED TO ME	32 128	55 165	46 92	17 17	150 402	2.68
LACK OF CONTROL OVER THE WORK ASSIGNED TO ME	23 92	47 141	49 98	31 31	150 362	2.413
GIVING UNREALISTIC TARGETS TO ACHIEVE	27 108	44 132	42 84	37 37	150 361	2.406

It is observed from the above table that 2.806- of the respondents says having very long working hours, 2.68- of the respondents says having too much work allotted to me, 2.413 – of the respondents says lack of control over the work assigned to me, 2.406 – of the respondents says giving unrealistic targets to achieve.

The above table shows the level of relation to the stress of the employees. The highest mean score is 2.806 for having very long working hours.

CHI SQUARE Analysis

Chi- square test - Comparison between MONTHLY INCOME AND JOB DESIGNATION.

H₀ = There is no association between monthly income and job designation.

H₁ = There is an association between monthly income and job designation.

Factors	Calculation Value	Df	Table Value	Remarks
Income	12.672 ^a	9	16.92	Accepted



It is clear from the above table that, the calculated value of chi-square is less than the table value. Hence the hypothesis is accepted. So, there is no significant relationship between income and job designation of respondents.

FINDINGS, SUGGESTIONS AND CONCLUSION

Finding of The Study

Simple Percentage Analysis

- Majority 60% of the respondents are belonging to 20-30 years.
- Majority 80% of the respondents are unmarried.
- Majority 36.7% of the respondents are belonging to urban area.
- Majority 54% of the respondents are below 4 members in the family.
- Majority 60% of the respondents are UG graduate.
- Majority 44% of the respondents are getting income between 20,000-30,000.
- Majority 40.7% of the respondents are employee.
- Majority 39.3% of the respondents are technical.
- Majority 38.7% of the respondents are working less than one year.
- Majority 31.1% of the respondents are normal employee.
- Majority 64.7% of the respondent's factors is belonging to yes.

Simple Average Analysis

- Majority 0.50- of the respondents says think positive.
- Majority 0.45- of the respondents says once in a while.
- Majority 0.30- of the respondents says flexible work hours.
- Majority 0.33- of the respondents says sometimes.
- Majority 0.33- of the respondents says sometimes.

Rank Analysis

- Majority of the respondent behavior towards counseling as the major factor in controlling the stress.

- Majority of the respondent behavior towards over work load as the major factor in causing the stress.

Weighted Average Analysis

- The above table shows the level of relation to the stress of the employees. The highest mean score is 2.806 for having very long working hours.

Chi-Square Analysis

- There is no significant between nature of the work of the respondents and job stress.
- There is no significant between income of the respondents and job designation.

SUGGESTIONS

- The employees must give importance to time management techniques thereby they can complete their work within the specified time.
- Many tasks can be delegated to subordinates without losing effectiveness so that we can reduce the overload of work.
- Giving counseling to the employees when they face problems, because counseling is the discussion of a problem that usually has emotional content with an employee in order to help the employee cope within better.
- The organization can introduce Employee Assistance Programs (EAPs) and stress control workshops accordingly to the level of employees.

CONCLUSION

In the age of dynamic and the competitive world, the mankind has exposed to most of, all kind of stresses as the stress has been found in the entire sector. This research study was aimed at to study the impact of employee's stress at their work place. This study suggests that the working employee in private sector is more affected due to work load, lack of job control, and in particular job insecurity. Thus, the effectiveness of stress management among the employee in and around Coimbatore is surveyed using questionnaire method and the data collected are analyzed and the solutions and recommendations suggested by the employee are enlisted above.



WEBSITE

1. www.stress.org
2. www.researchgate.net
3. www.scribd.com
4. www.ibef.org