

A Study on Stress at Work – Strategies for Promoting Healthier Environment

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Abstract— Stress has become a common phenomenon in modern life. This paper is focused on assessment of stress level and the causes of stress. This study aims to examine the level of stress and to reduce it by promoting healthier practices like yoga, meditation, etc., Primary method of data collection through questionnaire has been made in this study. The research attempts the statistical tools such as frequency analysis and chi-square test has been applied for analyzing the data. The study will make us to understand the significant difference between the stress level and effectiveness of stress management.

Indexed Terms— Stress level, Healthier practices, Stress management.

I. INTRODUCTION

In the modern workplace stress has become one of the anxieties of the employees. To some extent stress can be positive which pressures to give the output productive in times, once it cross to an extent it affects the physical as well as mental health which results in the well being of person. Although good stress (Eustress) helps the person to perform better and gives productive output, it will harm if it continues. In order to prevent such occurrence, the organization should practice stress management process in order to provide a healthier environment for their employees and it should subjected to monitored regularly. The study deals with the causes of stress, level of stress and the coping techniques i.e, stress management process through which healthier environment can be provided.

II. REVIEW OF LITERATURE

Gopal, C. Mahakud.,et.al 2013, The author explains the sources of stress and also how to overcome the

same by cultivating regular habits like exercising, time managing etc. No primary data have been collected. The article insists to manage stress as it is related to various medical conditions. Ispeeta Satapathy and Bonita Mitra, 2015, Identification of stressors have been explained and also deals with those actions to reduce stress level. The author found that the stress works as stimulus to some extent which results the employees to perform better. The article concludes that stress management is a continuous process and it shall be monitored regularly. Cam T. H. Tran.,et.al 2020, The author examines the relationship between individual, organizational and financial effects of stress. The aim of study is to analyze and evaluate certain aspects of stress in workplace. Qualitative methodology is used to analyze workplace stresses.

III. OBJECTIVES OF THE STUDY

- To measure the level of stress
- To find out the causes of stress
- To defining understanding and overcoming stress
- To know the strategies to cope up with stressor
- To find out the effectiveness of stress management level in workplace

IV. RESEARCH METHODOLOGY

Sources of data	The study is based on primary data were collected structured questionnaire
Sampling technique	Convenience Sampling
Sample size	72
Data collected	Employees
Tools for Data	Questionnaire – based on 5 point Likert Scale
	The first part of the questionnaire was designed to

collection	collect information about demographics profiles of the respondents such as Gender, Age, Occupation and Educational Qualification.
	The second part of the questionnaire consists of the Assessment of Stress Level
	The final part of the questionnaire consists of causes of stress and its coping techniques.
Tool for Data analysis	Frequencies Analysis, Chi-Square Test, Independent T-Test and ANOVA Analysis
	The data were analysed with the help of statistical package for the Social Science[SPSS] Vision 21.0
Reliability Statistics	The reliability is measured by using Cronbach's α which is widely used in social science studies. The current study's Cronbach's α is 0.65 which exceeds 0.6 and implies the reliability of the data (Hair et al., 2016)

	Post Graduate	50	69.4	
	Others	2	2.8	
Occupation	Private Sector	48	66.7	72
	Public Sector	7	9.7	
	Others	17	23.6	

Source- Computed Data

The table 1 shows that the majority of the respondents are female (66.7%), age group of 20-30 years (90.3%), Post Graduates (69.4%) and 66.7% of the respondents are working in the private sector.

Table 2: Assessment of Stress Level

V. LIMITATIONS OF THE STUDY

- The study is confined only to sample size of 72
- The study has been conducted in Chennai city alone

VI. DATA ANALYSIS

Table 1: Demographic Profile of the Respondents

Demographic Profile		Frequency	Percentage	Total
Gender	Male	24	33.3	72
	Female	48	66.7	
Age	20-30 Years	65	90.3	72
	30 - 40 Years	7	9.7	
Qualification	Undergraduate	20	27.8	72

Assessment of Stress Level		Frequency	Percentage	Total
Most of the stress are related to	Work environment	39	54.2	72
	Supervision	9	12.5	
	Work Group	8	11.1	
	Social Justice	16	22.2	
Work feel in Organization	Great	11	15.3	72
	Satisfied	42	58.3	
	Depressed	16	22.2	
	Unable to Concentrate	3	4.2	
Leave taken in past 12 months due to work stress	Yes	47	65.3	72
	No	25	34.7	
Handling stressed situations	Optimistically	13	18.1	72
	With the help of others	27	37.5	
	Depends upon Level	32	44.4	
Unexpected happenings occur	Never	10	13.9	72
	Sometimes	54	75.0	
	Often	8	11.1	
Felt nervous and stressed	Never	12	16.7	72
	Sometimes	54	75.0	
	Often	6	8.3	

Source- Computed Data

The Table 2, shows that the majority of the respondents (54.2%) felt that most of their stress are related to work environment and they are satisfied with their organization. Most of the respondents (65.3%) accepts that they took leave due to work stress in the past 12 months and 44.4% of the respondents handle the situations depends upon their level of stress. 75% of them felt nervous and stressed occasionally.

Table -3 - Association of Causes of Stress and Its Coping Techniques

Independent T-Test					
Causes of Stress & Coping Techniques	N	Mean	Std. Deviation	t	Sig. (2-tailed)
There is a clarity in my duties and responsibilities	72	4.26	.731	49.464	.000

I get help and support i need from my Colleagues	72	3.96	.999	33.617	.000
There is always a pressure to work for long hours	72	4.00	.964	35.203	.000
Doing Yoga and Meditation helps me to overcome stress	72	3.64	.954	32.368	.000
Visiting to Place of Worship and undergo prayers to get out of work stress	72	4.13	.978	35.798	.000

Source- Computed Data

From the above table 3, it is observed that mean values of the respondents views the causes of stress and its coping techniques ranges from 3.64 to 4.26. The standard deviation of the variables ranges between .731 and .999. The significant value express that the causes of stress has been identified and it has been overcome by the coping techniques which is followed so far.

Table- 4 One way – Anova Association of Gender and Causes of Stress

Causes of Stress	N	Mean	Std. Deviation	Sig.
Work environment	39	1.74	.442	.001
Supervision	9	1.22	.441	
Work Group	8	1.38	.518	
Social Justice	16	1.88	.342	
Total	72	1.67	.475	

Source- Computed Data

Table 4 shows that there is level of significance between gender and causes of stress at 5% and there is a significant difference among causes of stress like work environment, Supervision, Work Group and Social Justice

VII. OUTCOMMINGS

- Develop inter personal skill development.
- Focus on performance appraisal and financial motivation.
- Create positive outlook towards work and responsibilities.
- The workers must give importance to time organization technique thereby they can complete their work within the specified time

VIII. CONCLUSION

The study includes the cause of stress, stress level and coping techniques like practicing yoga, meditation and visiting place of worship etc. Rise of pressure occurs, while goals were fixed beyond the ability and it leads to stress. In order to promote productive workplace and for the well being of employees the organization

must adopt some effective stress management strategies which will reduce stress.

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