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(pvt) limited, trichy**

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## **Occupational Stress among Employees in Shri Amman Steel and Alied Industries (Pvt) Limited, Trichy**

**INTRODUCTION:** Human Resource is the major asset to any kind of organization. Such Human Resources should get themselves to be involved in their work to develop the organization. In the Human resources, Stress has become a part and parcel of human life affecting the health of both, the employee and the organization. In very simple words, Stress refers to an individual's reaction to a disturbing factor in the environment. Stress is strain, force, tension, emphasis, difficulty, break down, anxiety, depression. A man's life today faces all sorts of challenges and obstacles that hamper his normal functioning, and most of the times, the pressure is too hard to handle. When we are expected to meet the changing demands, we undergo stress.

**FACTORS / SOURCES OF JOB STRESS:** Generally, Job stress can arise from either the environment of work i.e. organizational or situational stress or from the characteristics of the workers themselves i.e. dispositional stress (Riggio, 2003).

**Organizational Stressors:** Some sources of organizational stress include;

- **Work-related factors:**
- **Job or Role ambiguity:**
- **Role conflict:**
- **Organizational Structural Factors:**
- **Interpersonal stress:**
- **Organizational change:**

**Dispositional Stressors:** These are stressors arising from the individual characteristics of the workers themselves. One of such is the Type A personality or Type A Behavioural pattern which research has shown is characterized by excessive drive and competitiveness, a sense of urgency, impatience and underlying hostility (Friedman and Rosenman, 1974; Rosenaman, 1978). Workers with this personality type have been found to experience or report higher stress than other personality types, e.g. Type B, under the same workload (Kirmeyer, 1988; Payne et al, 1988).

**PROBLEM IDENTIFICATION:** Generally in Iron & Steel Manufacturing industry the stress is a major factor to reduce the employees' level of involvement to fulfill the objectives of the management like, low involvement on satisfying and delighting the customers. The stressful employees may not fulfill the objectives. It may affect the industry's mission and vision statement. So the management needs to identify the level of stress among the employees and to reduce it.

**NEED OF THE STUDY:** Stress is usually negative terms. It is thought to be caused by some bad. There are many sources/causes of Job stress are available which affects the employee working in the organization & also the organization. It is very important to measure the stress level among the employees and to identify the factors responsible for stress in order to lessen its impact on employees work. Now a days most of the person was severely attached by stress. The people those who works in the Private sector & Mixed Government is especially affected by this stress due to their management & other people implication. The Researcher do this project to the needy people those who need remedy from stress.

**OBJECTIVES OF THE STUDY:**

- To ascertain the factors responsible for stress in an organization.
- To find out the impact of stress on job performance.
- To find out the employee’s capability to manage stress.
- To analyze the result of the study & give suggestions to the organization.

**METHODOLOGY:** The study was based on primary data collected from 50 samples

Factors	No. of respondents	
	Frequency	%
<b>Age</b>		
Below 25 years	1	2.0
25-35 years	37	74.0
35-45 years	8	16.0
45-55 years	4	8.0
<b>Designation</b>		
Supervisor	30	60.0
Executive	2	4.0
Fitter	11	22.0
Operator	4	8.0
Clerk	2	4.0
<b>Salary</b>		
Belowrs.5000	3	6.0
Rs.5000-rs.10000	42	84.0
Rs.10000-rs.15000	5	10.0
<b>Job stressful</b>		
Neutral	27	54.0
Agree	19	38.0
Strongly agree	4	8.0
<b>Maintenance of equipment</b>		
Satisfied	31	62.0
Very satisfied	19	38.0
<b>Working Conditions</b>		
<b>Feel stress</b>		
Strongly disagree	1	2.0
Neutral	18	36.0
Agree	31	62.0

<b>Technological change, leads to stress</b>		
Strongly disagree	7	14.0
Disagree	7	14.0
Neutral	36	72.0
<b>More responsibilities, leads to stress</b>		
Strongly disagree	1	2.0
Neutral	21	42.0
Agree	20	40.0
Strongly agree	3	6.0
Total	45	90.0
Missing system	5	10.0
<b>Stress leads to absenteeism</b>		
Strongly disagree	2	4.0
Neutral	16	32.0
	32	64.0
<b>Equipment failed, leads to stress</b>		
Strongly disagree	3	6.0
Disagree	1	2.0
Neutral	21	42.0
Agree	25	50.0

respondents In this research study, Systematic sampling has been used for selecting the population members who are good accurate information. .structured questionnaire were distributed among the employees The Descriptive research has been used in this study, which includes survey and fact findings of different kinds. The Data which are obtained from Books, Magazines, Publications & Websites are considered as Secondary Data.

**INTERPRETATION:**

It is inferred from the above table shows that 60%are Supervisor, 22% are Fitter, 8% are Operator, 4% are Executive and Clerk & 2% are Lab in-charge and 84%

of the respondents are getting salary of Rs.5000 – Rs.10000, 10% are getting salary of Rs.10000 –

Rs.15000, and 6% are getting salary Below Rs.5000. and 54% are neutral in Job Stressful, 38% are agreed that their Job is Stressful, and 8% are Strongly Agreed that their Job is stressful. and 62% are satisfied in Physical Working Conditions (Maintenance of Equipment), & 38% are Very satisfied in Physical Working Conditions (Maintenance of Equipment). & 2% are Strongly Disagreed about Feeling Stress in Physical Working Conditions.and 50% are agreed about Failure of Equipment leads to stress, 42% are neutral about Failure of Equipment leads to stress, 6% are Strongly Disagreed about Failure of Equipment leads to stress, & 2% are disagreed about Failure of Equipment leads to stress.and 72% are neutral about Change of Technology, leads to stress, 14% are Strongly Disagreed and Disagreed about Change of Technology, leads to stress. 64% are agreed about stress leads to Absenteeism, 32% are neutral about stress leads to Absenteeism, & 4% are Strongly disagreed about stress leads to Absenteeism.

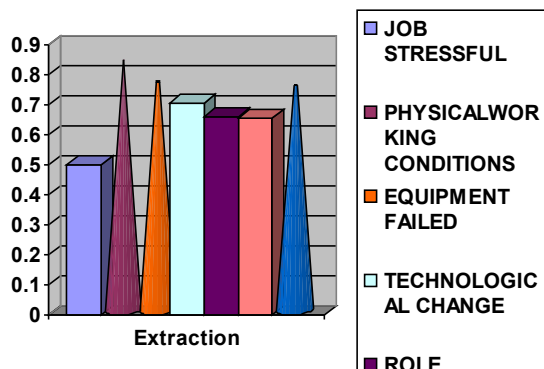
**FACTOR ANALYSIS**

**Communalities**

	<b>Initial</b>	<b>Extraction</b>
<b>Job stressful</b>	1.000	.502
<b>Physical working conditions</b>	1.000	.836
<b>Equipment failed</b>	1.000	.762
<b>Technological change</b>	1.000	.705
<b>Role conflict</b>	1.000	.660
<b>Role confusion</b>	1.000	.654
<b>More responsibilities</b>	1.000	.749

**INTERPRETATION:**

It is inferred from the above table that these are the factors responsible for stress in an organization. From these factors, the most important factors are ascertained as Physical working conditions, Equipment failure, & More responsibilities in Job. Because these factors are leads to more stress compare to other factors.



**ANOVA**

**Stress level score**

	<b>Sum of Squares</b>	<b>df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
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<b>Between Groups</b>	203.962	3	67.987	2.739	.054
<b>Within Groups</b>	1141.818	46	24.822		
<b>Total</b>	1345.780	49			

**INFERENCE:**

It is inferred from the above table that the null hypothesis is rejected, because the significant value is equal to 0.05. So, there is significant relationship between Age & Stress Level score. In this mean plot, Below Age-25 have low stress level & it increases gradually to Age 45-55.

**TABLE REPRESENTING DESIGNATION \* STRESS MANAGEMENT SCORE**

**Stress mgt. score**

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
<b>Supervisor</b>	30	8.2000	1.29721	.23684	7.7156	8.6844	5.00	10.00
<b>Executive</b>	2	8.5000	.70711	.50000	2.1469	14.8531	8.00	9.00
<b>Fitter</b>	11	8.3636	.92442	.27872	7.7426	8.9847	6.00	9.00
<b>Operator</b>	4	10.0000	.81650	.40825	8.7008	11.2992	9.00	11.00
<b>Clerk</b>	2	9.5000	.70711	.50000	3.1469	15.8531	9.00	10.00
<b>Lab in charge</b>	1	8.0000	.	.	.	.	8.00	8.00
<b>Total</b>	50	8.4400	1.23156	.17417	8.0900	8.7900	5.00	11.00

**Ho:** There is no significant relationship between Designation & Stress Management Score

**H<sub>1</sub>:** There is significant relationship between Designation & Stress Management Score

**ANOVA**

**Stress mgt. score**

	Sum of Squares	df	Mean Square	F	Sig.
<b>Between Groups</b>	13.975	5	2.795	2.038	.092
<b>Within Groups</b>	60.345	44	1.371		
<b>Total</b>	74.320	49			

**INFERENCE:**

It is inferred from the above table that the null hypothesis is rejected (90% confidence level). So, there is significant relationship between Designation & Stress Level score. In this mean plot, Operator has more stress management score compared to other Designation.

## **FINDINGS:**

- 62% of the respondents are agreed about Feeling Stress in Physical Working Conditions.
- 50% of the respondents are agreed about Failure of Equipment, leads to stress.
- 46% of the respondents are agreed about more responsibilities, leads to stress.
- 54% of the respondents are agreed about stress leads to Job Dissatisfaction.
- 64% of the respondents are agreed about stress leads to Absenteeism.
- Below Age-25 have low stress level & Age Group 45-55 have more stress level.
- Supervisors have more stress level compared to other Designation.
- Operators have more stress management compared to other Designation.

## **CONCLUSION:**

**“Shri Amman Steel And Allied Industries (Pvt) Limited”**, is an ISO 9001 : 2000 Certified Company are involved in the production of reinforcement of TMT (Thermo Mechanically Treated) and CTD (Cold Twisted Deformed Bars) steel bars in the brand name of AMMAN TRY based at Trichy. The Company has good interpersonal communication between the management & the employees. And there is a good relationship maintained among the employees. The Stress is an unavoidable factor in everyone’s life in this world. But everyone has the ability to overcome the stress. So the management can concentrate on conducting stress management programs to reduce the stress among the employees. It will help the employees to fulfill the management objectives by satisfying and delighting the customers.

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