

# A Study on the Stress Level among the Employees in the Private Sector and Ways to Resolve them

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**Abstract** - Majority of the employees who are employed in the private sectors especially the multinationals companies in today's world enjoy a very good pay-scale and other incentives, increments promotions and better job postings. In spite of so many benefits enjoyed by the Employees majority of the employees are feeling very much stressed at their workplace. Many employees are being presented with work demands and pressures that are not matched to their knowledge and abilities. Such work demands and pressures also challenge their ability to cope up. Even though many reasons are identified the reasons why stress is being caused at the workplace and what are the ways to resolve them still there is a continued increase in the number of people who feel very much stressed at their workplace. This study aims to analyse the major reasons which causes stress among the employees and what are the effective ways to overcome them in order to lead a happy and a healthy life.

**Index Terms** - Employees, corporate world/multinational companies, private sector, stress management, reasons causing stress, ways to resolve stress.

## INTRODUCTION

In today's competitive and busy world majority of the young youth are very well educated and are employed in good companies with a very good pay scale. In spite of a good pay scale given to the employees most of the employees are suffering with the major problems associated with stress. Stress is the general term applied to the pressure people feel in life. The conditions that causes stress are called stressors and which may include work overloading pressures. The presence of stress at work is almost inevitable in many jobs. However individual difference account for a wide range of reactions to Stress, a task viewed as challenging by one person may produce high level of anxiety in another. When stress becomes excessive employees develop various symptoms of stress that can harm their job performance and health and even threaten their ability to cope up with the environment. Thus, the stress has to be managed effectively by the employees in order to ensure good health.

## OBJECTIVES OF THE STUDY:

To analyse the various causes of stress among people employed in the private sector.

To find out the ways to resolve the stress among the employees and make them lead a happy life.

## STATEMENT OF THE PROBLEM:

In today's world majority of the people are very well educated holding a minimum bachelor's degree and are being employed in multinational companies earning a good pay, incentives, perquisites and other benefits. In spite of good working conditions and good pay-scale and other benefits offered to the people in the private sector many employees are suffering with severe stress. Due to this stress they are suffering from several health issues such as frequent hospitalisation, fatigue, anxiety and depression, sleep disturbances, high blood pressure, cancer and many more. This study analyses the reasons as to what are the reasons which are causing stress among employees in the private sector and ways to resolve them in order to ensure happy life and good health. If employees stress has been reduced it can lead to increased productivity and they would be able to perform their job effectively and ensure greater success.

## I. RESEARCH METHODOLOGY:

The type of research being used in this study is Analytical research. The data is collected through primary sources by issuing questionnaires to people employed in the private sector.

## NEED FOR THE STUDY:

Stress is very necessary because it stimulates us and motivates our psychological and physiological functions of our body it gives us an inner strength and motivates us to fulfil our goals. If there is no stress our body becomes very bloomy, no interest and thereby there will be no energy to fulfil our goals. If stress is managed and controlled properly it is a good sign of stress. If the stress becomes too excessive and unmanageable then there is a necessity for stress management where different techniques are used to help reduce excessive stress of an individual. During stress management some of the techniques may be related to

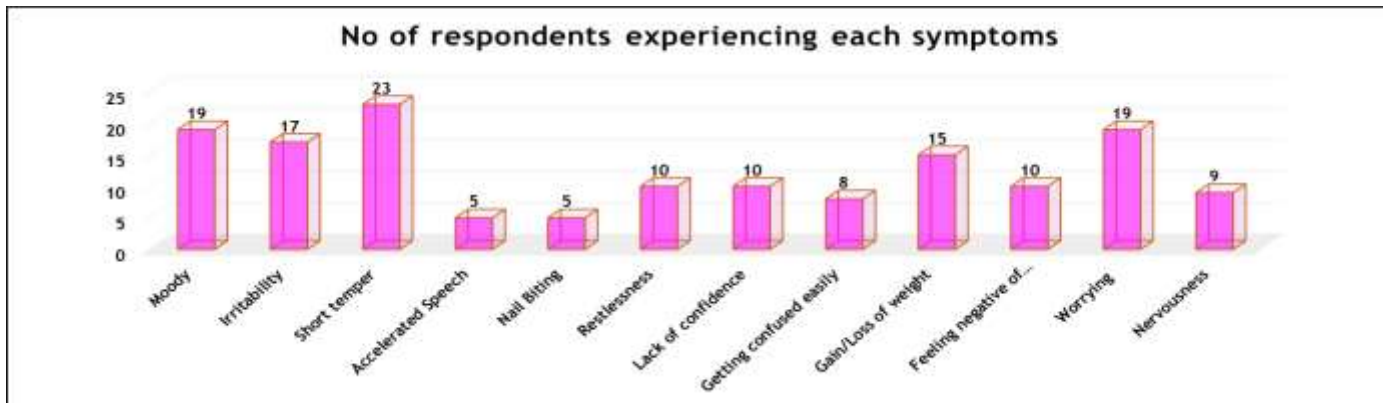
relaxation of the psychological perspective of an individual person so that his excessive stress of an individual to a certain extent can be reduced.

**STRESS MANAGEMENT QUESTIONNAIRE ANALYSIS:**

A survey was conducted among 40 respondents who were being employed in the private sector and their responses were being analysed. Study also showed that majority of the respondents suffering from stress were women. Around 65% of the respondents were married and were between the age group of 26 and 35 years. The average salary of the respondents was Rs.55000.

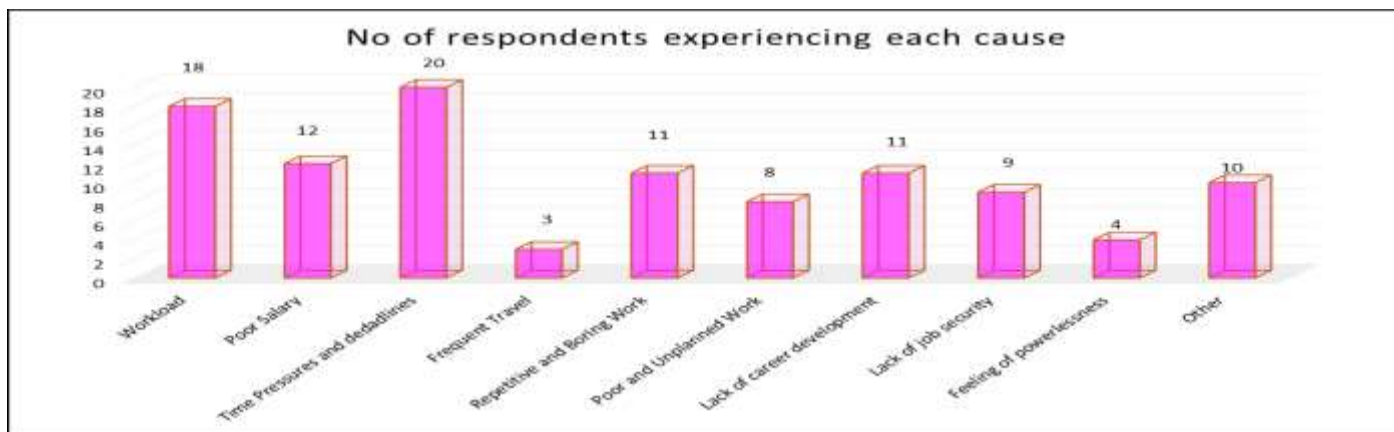
Q1: What are the symptoms of stress that you would experience?

GRAPH 1.1



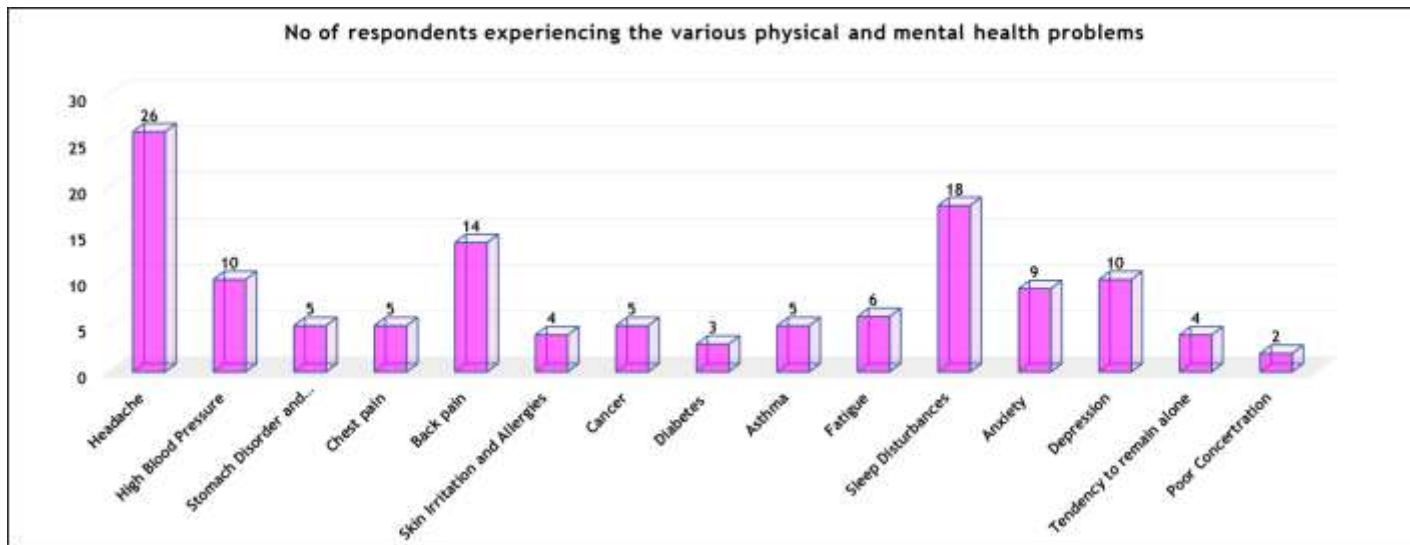
Q 2: What causes you to get stress in your job?

GRAPH 1.2



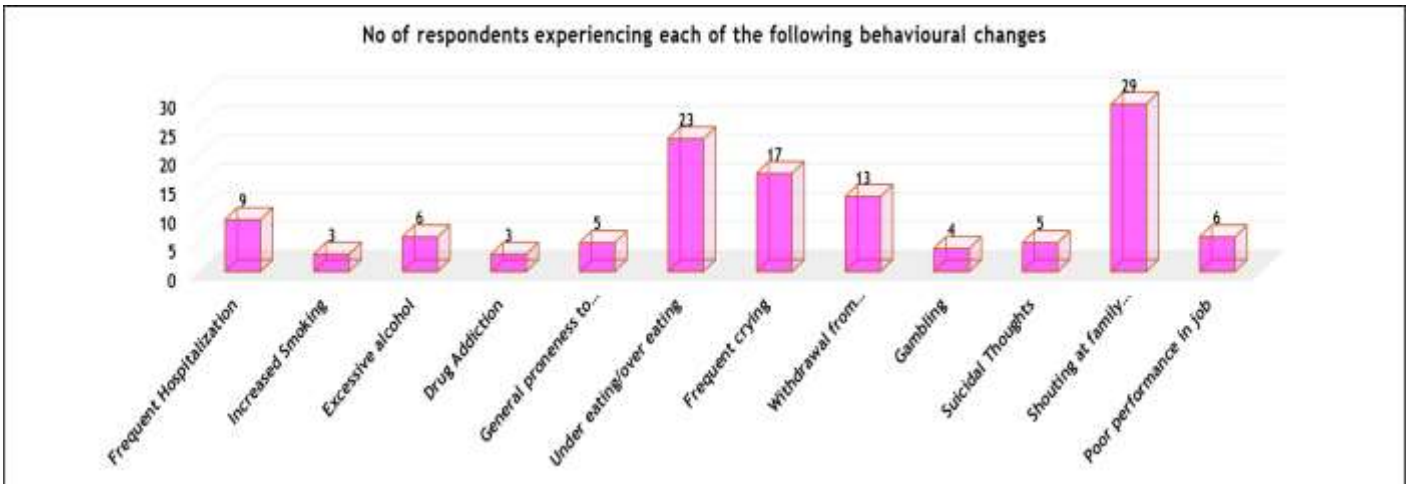
Q3: Are you suffering from the following physical and mental health problems?

GRAPH 1.3



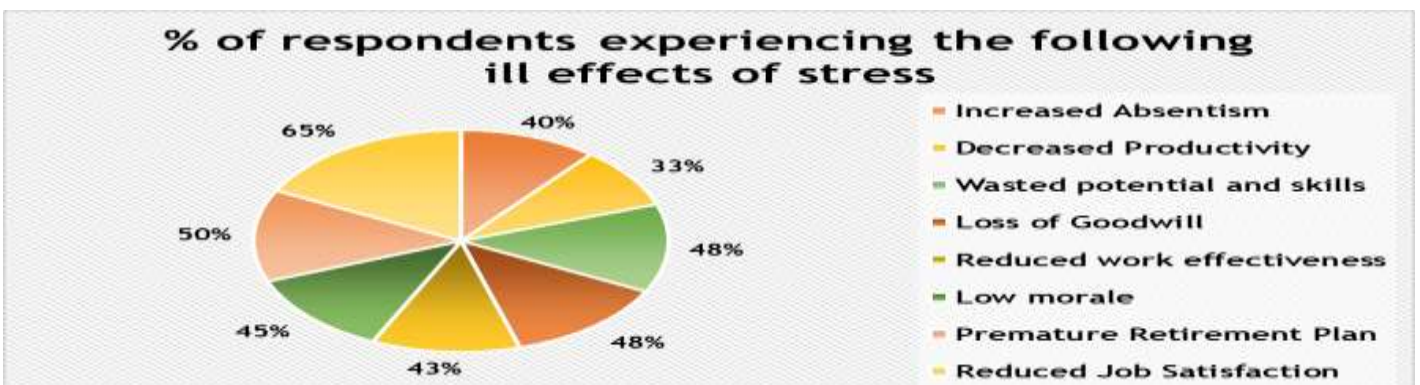
Q4: What are the behavioural changes that you experience due to physical and mental health problems?

GRAPH 1.4



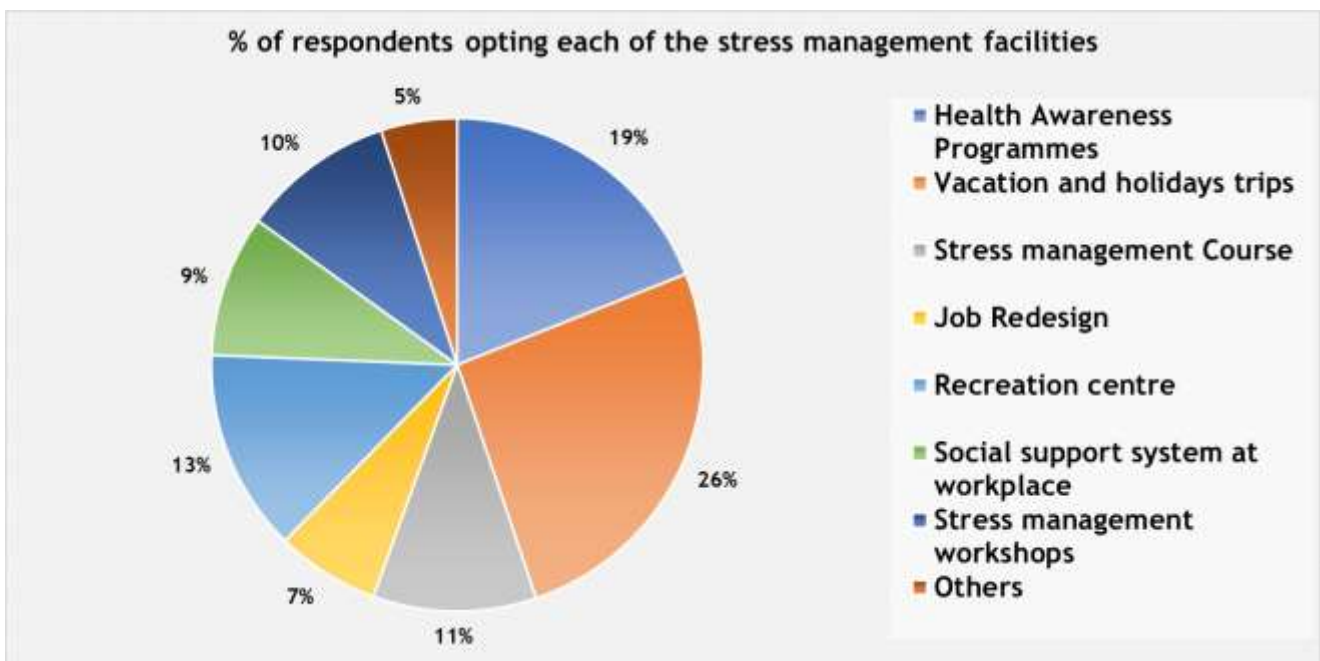
Q5: How stress shows its ill effects on your job performance?

GRAPH 1.5



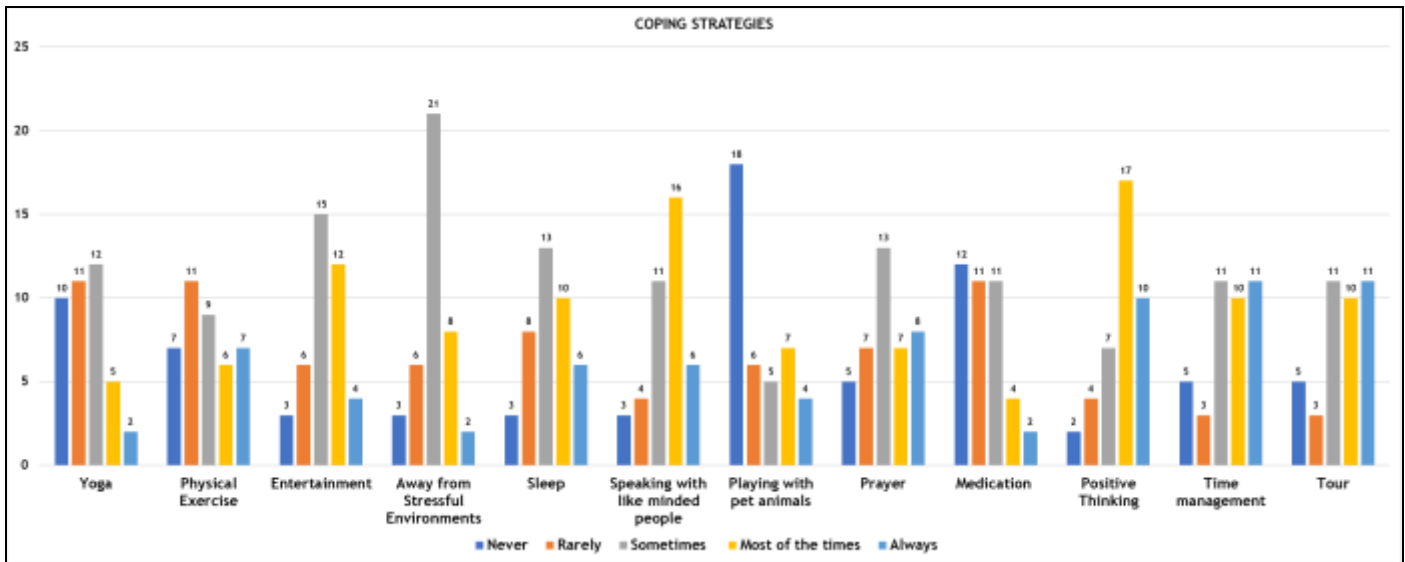
Q6: Which of the following stress management facilities at your organisation are utilized by you?

GRAPH 1.6



Q7: What are the coping strategies that you are practicing yourself to reduce Stress?

GRAPH 1.7



### FINDINGS FROM THE STUDY:

From this study we could observe that majority of people employed in private sector experienced five major symptoms of stress that is short temper, worrying, moody, irritability and gain or loss of weight.

We could make out that females who were mostly married, were feeling more stressed out than males. The major reason being increased pressure since they had to manage various tasks both at home as well as work.

As per the responses we could make out that the major reasons which have caused stress to the employees were time pressures and deadlines given to complete the tasks, workload, poor salary and lack of career development.

From the analysis shown above we could make out that the physical and mental health problems suffered from as a result of stress by most of the respondents were headache, sleep disturbance, back pain, depression and high blood pressure.

Most of the respondents experienced certain behavioural changes such as shouting at family members, over eating and under eating, frequent crying, withdrawal from relationships and frequent hospitalization.

The various ill effects of stress experienced by the employees were increased Absentism, premature retirement plan, low morale and reduced job satisfaction.

Most of the respondents utilised the following stress management facilities offered in their organisation-vacation and holiday trips, health awareness programmes, stress management course, stress management workshops and recreation centre.

The various ways through which the respondents coped up with stress include keeping themselves away from stressful environments, speaking with like minded persons, sleep, thinking positively, entertainment and tour.

Majority of the respondents suggest that there should be good counselling programmes, training and development activities, proper recognition for the job done by them, opportunities for career development and sufficient support to be provided by the organisation to make the workplace stress free.

### SUGGESTIONS:

The organisation must make sure that a comfortable environment is being provided for the employees in the organisation.

Proper counselling should be provided to the employees suffering from problems related to home and workplace.

Leave Travelling allowance should be provided by the organisation as an incentive to the employees for spending their time alone or with their family and friends in holidays. This reduces stress among the employees

Organisation must organise events, games, cultural activities and theme parties frequently and entertain the employees, this reduces the stress among the employees to a great extent.

Number of casual leaves must be increased by the organisation in order to reduce stress among the employees and also increase productivity among the employees.

### CONCLUSION:

From this study we can conclude that stress can never be totally eliminated from one's life be it the stress caused at workplace or at home. The stress which is affecting a person should be managed well by undertaking several activities to overcome stress such as regular exercise done by the person, meditation, and mainly try to keep themselves aside from the environment causing them stress. Stress is one of the major problems to be dealt by an individual in this modern and competitive world. Even though stress

which is affecting an individual cannot be eliminated completely it can be controlled provided the individual practices effective ways to cope up with stress.

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