

EMPLOYEE'S PERCEPTION TOWARDS WORK STRESS AMONG THE MECHANICAL ENGINEERS IN THE MANUFACTURING UNIT AT CHENNAI

Dr. J. KUMAR,

Assistant professor, Department of commerce, College of Science and Humanities,
SRM Institute of Science and Technology, Ramapuram campus, Chennai- 600089.

Abstract

The realities of today's workplace are that stress is a universal and common challenge to organisation and employee productivity. Employees in a various industries and companies have deal with stress. Mechanical technician's are among the group of workers under a great deal of stress due to many antecedents of stress. Stress contributes to decreased organizational performance, decreased employee overall performance, high error rate and poor quality of work, high staff turnover, and absenteeism due to health problems such as anxiety, emotional disorder; work life imbalance; depression and other forms of ailments such as frequent headache; obesity and cardiac arrests. This study analyzes the Employees opinion towards Stress among Mechanical Engineers in manufacturing unit at Chennai. Employees spend a lot of time together, and the more comfortable they are, the less stress they will feel. This study is used as the descriptive research design. From this, 508 samples are used for this study. The collected data are coded and entered into SPSS package. There is significant difference of opinion towards Stress of employees based on personal details is to be found.

Keywords: Work Stress, Workload, Technicians, Mechanical Engineers and Chennai

Introduction

Workload, lack of job security, and personnel problems gang up on and overwhelm employees, dragging down their satisfaction levels. In fact, the negative consequences from stress are so strong that it has been declared a World Wide Epidemic by the World Health Organization. Lazarus, and Folkman; John Jacob and jothi jayakrishnan stated that Employees feel valued when they think you're looking out for their health. It is reported that 66% of employees felt extremely or very happy when their employer regularly stocked the refrigerator and cupboards, and 83% said that having healthy and fresh snack options was a huge perk. Employees love being praised for a job well done, and recognizing their success results in a serious boost in engagement. Cooper and Cartwright, Each employee has a different personality, so be mindful when considering how and when to recognize. Spielberg, Vagg and Wasala, Some employees appreciate a call-out during a meeting or praise in a company-wide email, while more reserved types might prefer a card on their desk or a thank you in person. Work performance is also affected by stressors such as family relationships, finances and a lack of sleep stemming from fears and anxieties about the future (Vinayagam,et.al 2022)

Objective of the study

- To analyze the respondents personal details
- Employees' opinion towards Stress based on their age groups

Hypothesis of the study

1. Ho: There is no significant difference in Stress depending on employees' age.
2. Ho: There is no significant difference of opinion towards Stress of employees based on their marital status
3. Ho: There is no significant difference in Stress depending on employees' experience
4. Ho: There is no significant difference in Stress depending on employees' income.
5. Ho: There is no significant difference of opinion towards Stress of employees based on their nature of family

Research Methodology

This study is used as the descriptive research design. The study is focused on assessment of employees stress. These research tools are tested with pilot study. From the pilot study, it is inferred that the research tools are reliable for this study. This study selects MSMEs in Chennai located companies. Based on this, 515 samples are drawn by systematic random sampling technique. From this, 508 samples are used for this study. The collected data are coded and entered into SPSS package. In order to

answer the research objectives the relevant statistical tools are applied. The detailed analysis and discussion are presented in the next chapter.

Analyze and Interpretation

Table 1 Profile of the respondents

Demographic Characteristics		Frequency	Percent
Age	Below 25 years	107	21.1
	25-40 years	335	65.9
	Above 40 years	66	13.0
Marital Status	Single	222	43.7
	Married	286	56.3
Years of experience	Below 1 year	72	14.2
	1-3 years	75	14.8
	4-6 years	135	26.6
	6-8 years	18	3.5
	Above 8 years	208	40.9
Income	Below Rs.20000	124	24.4
	Rs.20000-30000	182	35.8
	Rs.30001-40000	71	14.0
	Rs.40001-50000	104	20.5
	Above Rs.50000	27	5.3
Nature of family	Nuclear Family	311	61.2
	Joint Family	197	38.8

Source: Primary data Computed;

Table 1 explains the profile of the sample respondents in selected study area. In the case of age groups, the respondents are classified in to three groups namely, below 25 years old, 25-40 years old and above 40 years old. It is noted that 65.9 percent of the respondents are belongs to 25-40 years, 21.1 percent of respondents are in the age group of below 25 years and 13 percent of respondents are belongs to the age groups of above 40 years old. It is observed that 56.3 percent of the respondents are married employees and 43.7 percent are unmarried employees.

With regard to employee's job experience, it is classified in to three groups namely below 1 year, 1-3 years, 4-6 years, 6-8 years and above 8 years. It is observed that 40.9 percent are having above 8 years of experience, 26.6 percent are having 4-6 years of experience, 14.8 percent are having 1-3 years of experience, 14.2 percent are having below 1 year of experience and 3.5 percent are having 6-8 years of experience in the insurance industry.

With regard to income level, it is classified in to five groups namely, below Rs.20000, Rs.20000-30000, Rs.30001-40000, Rs.40001-50000 and above Rs.50000. It is observed that 35.8 percent of the respondents belong to the income group of Rs.20000-30000, 24.4 percent of the respondents belong to the income group of below Rs.20000, 20.5 percent of the respondents belong to the income group of Rs.40001-50000, 14 percent of the respondents belong to the income group of Rs.30001-40000 and 5.3 percent of the respondents belong to the income group of above Rs.50000. In the case of nature of family, it is classified into two groups namely, nuclear family and joint family. 61.2 percent of the respondents belong to nuclear family and 38.8% of the respondents belong to joint family.

Table 2 Employees' opinion towards Stress based on their age groups

	Age	Mean	Std. Deviation	F-value	P-value
work stress	Below 25 years	54.40	15.47	23.130	0.001*
	25-40 years	58.61	20.99		
	Above 40 years	74.04	14.01		

Table 2 represents the employees' opinion towards Stress based on their age groups. Here, age group is classified in to three groups. From the mean values, it is inferred that the old age group respondents are perceived to have more Stress (74.04).

Ho: There is no significant difference in Stress depending on employees' age.

Further, one-way ANOVA is employed to test the difference on Stress and various age groups. The Stress is statistically different based on the age of the employees. The P-values are significant at one percent level. Hence, the stated hypothesis is rejected. There is significant difference in Stress depending on employees' age.

Table 3 Stress based on marital status

	Marital Status	Mean	Std. Deviation	F-value	P-value
Stress	Single	65.85	15.60	80.586	0.001*
	Married	54.98	21.66		

Table 3 explains the reasons for Stress of the employees based on marital status. Mean and standard deviation value are calculated. While observing the mean value, unmarried respondents are highly favored to leave from organization due to Stress (65.85) are the reasons for Stress of the employees based on gender of the respondent.

Ho: There is no significant difference of opinion towards Stress of employees based on their marital status

In order to examine the above stated hypothesis, t- test is executed. From the test, the calculated p-values are found to be significant. Hence the stated hypothesis is rejected. It is inferred that the reason for Stress are differ significantly based on their marital status.

Table 4 Stress based on experience

	Experience	Mean	Std. Deviation	F-value	P-value
Stress	Below 1 year	65.33	18.77	18.616	0.001*
	1-3 years	59.30	14.22		
	4-6 years	48.41	21.74		
	6-8 years	59.33	15.47		
	Above 8 years	65.33	18.22		

Table 4 represents the employees' opinion towards Stress based on their experience. Here, experience is classified in to five groups. From the mean values, it is inferred that higher experienced respondents are perceived to have more Stress (65.33).

Ho: There is no significant difference in Stress depending on employees' experience

Further, one-way ANOVA is employed to test the difference on Stress and experience. The Stress is statistically different based on working experience of the employees. The P-values are significant at one percent level. Hence, the stated hypothesis is rejected. There is significant difference in Stress depending on employees' experience.

Table 5 Stress based on income

	Income	Mean	Std. Deviation	F-value	P-value
Stress	Below Rs.20000	64.77	15.76	21.560	0.001*
	Rs.20000-30000	56.36	22.56		
	Rs.30001-40000	72.83	14.21		
	Rs.40001-50000	55.83	17.36		
	Above Rs.50000	39.88	13.57		

Table 5 represents the employees' opinion towards Stress based on their income. Here, income is classified in to five groups. From the mean values, it is inferred that Rs.30000-40000 income group respondents are perceived to have more Stress (72.83).

Ho: There is no significant difference in Stress depending on employees' income.

Further, one-way ANOVA is employed to test the difference on Stress and various income groups. The P-values are significant at one percent level. Hence, the stated hypothesis is rejected. The Stress is statistically different based on the income level of the employees.

Table 6 Stress based on nature of family

	Nature of Family	Mean	Std. Deviation	F-value	P-value
Stress	Nuclear Family	59.86	19.64	10.281	0.001*
	Joint Family	59.52	20.54		

Table 6 explains the reasons for Stress of the employees based on nature of family. Mean and standard deviation value are calculated. While observing the mean value, nuclear family respondents are highly favored to leave from organization due to Stress (59.86) are the reasons for Stress of the employees based on their nature of the family.

Ho: There is no significant difference of opinion towards Stress of employees based on their nature of family

In order to examine the above stated hypothesis, t- test is executed. From the test, the calculated p-values are found to be significant. Hence the stated hypothesis is partially accepted. There is significant difference of opinion towards Stress of employees based on their nature of family

Finding of the study

1. There is significant difference in Stress depending on employees' age
2. It is inferred that the reason for Stress are differ significantly based on their marital status.
3. There is significant difference in Stress depending on employees' experience
4. The Stress is statistically different based on the income level of the employees.
5. There is significant difference of opinion towards Stress of employees based on their nature of family

Conclusion

Work stress is an increasingly important occupational health problem and a significant cause of economic loss. Occupational stress may produce both overt psychological and physiologic disabilities. However it may also cause subtle manifestation of morbidity that can affect personal well-being and productivity. It is suggested that Deep breathing exercises consciously intensify this natural physiologic reaction and can be very useful during a stressful situation, or for maintaining a relaxed. The employees are feeling profound effects of stress, it's likely that their mental and physical health will suffer as well. Providing a safety net to address those problems will help the overall health of your employees and of your organization. If the employees are overloaded and continually sacrificing their leisure time to get stuff out the door, it might be time to reconsider their workload — such as hiring more employees, or changing expectations. And by encouraging them to take breaks throughout the day, employees will come back to the office less stressed and more productive.

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