A STUDY ON STRESS MANAGEMENT IN KALEESUWARI REFINERY PRIVATE LIMITED COMPANY

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ABSTRACT

This study has been enriched in KALEESUWARI REFINERY PRIVATE LIMITED COMPANY to identify the Stress is a universal element at work and all human beings have to face stress in all walks of life . Stress can have negative impacts on both employees and the organization. Actually in this research paper it was identify the cause of stress management among tile factory workers. The research design undertaken for the study was Descriptive research design, descriptive research studies are those which are concerned with describing the characteristic of the particular individual, or of a bunch to grasp familiarity with a phenomenon or to grasp new insights into it, often to formulate more precise research problem . Data has been collected using structure questionnaire. The sample taken foe study was 200 out of the population 650. The finding of the study revealed the foremost reason for stress management is improving a production and maintaining a good relationship and then reducing a problem to employees.

Keywords: - *Stress management, Activities, Counseling.*

1. INTRODUCTION

Stress management can be defined as interventions designed to reduce the impact of stressors in the workplace. These can have an individual focus, aimed at increasing an individual' s ability to cope with stressors. The goal of Stress Management is to manage the stress of everyday life among employees. Many different methods may be employed, such as bio-feedback, meditation and massage. Counselors work with individuals in order to determine what stress management program will work best for that person.

Stress is something that happens in our daily lives and is usually associated with a particular event such as work, family or other responsibilities. There are many situations that we cannot control, but there are ways to control how we deal with certain situations. Effective stress management is something that our lives can go a little more smoothly. Stress management is as simple as taking a walk. It was been proven that physical activities would improve a person' s mental health, help with depression, and relieve the side effects of stress. This makes a person' s heart rate increase and will be more likely to be affected by stress. It is vital that stress management techniques are implemented into our daily lives.

1.1 Impact of Work Stress:

Work stress has emerged as one of the important and focal areas for research in present day organizations. It is considered as an important phenomenon affecting the organizational health and health of its employees. It affects the behaviors of employees in the organizations. It has far reaching impact on motivation and satisfaction of employees. The productivity of employees and overall productivity of organization is affected by levels of stress and motivation. Stress causes various psychological problems like anger, depression, anxiety, irritability and tension and this influences the motivation of employees to a considerable extent.

1.2 Reasoning for the presence of Stress Management in company

As the reader has already learnt about stress quite much, one understands that there should be the balance between the certain level of stress and work in order to get high level of performance in a company. To create or maintain such equilibrium the Stress Management program is used by a lot of companies Because of the modern non-stop working life, people tend to neglect finding the reasons of the stress, running straightly to relieving of its symptoms.

However it is very important to understand the causes or the problems can repeat gain and again. Of the modern non-stop working life, people tend to neglect finding the reasons of the stress, running straightly to relieving of its symptoms. However it is very important to understand the causes or the problems can repeat again and again. Moreover the work stress of individual should be solved with the help of other people, otherwise team member will spend more time man aging own problem and less time for contribution to teamwork.

1.3 NEED FOR THE STUDY

This study is to find out the stress as experienced by the employees. It helps to understand the various sources causing the stress at workplace. This research that is done about job stress and causes of stress to manage stress level but, this research is conducted particularly for factories.

1.4 OBJECTIVES OF THE STUDY

 Primary objective:

To study about the stress management with reference to Kaleesuwari Refinery India Private Limited.

Secondary objectives:

- To determine the factors causing stress among the employees at the workplace.
- To provide suggestions to the organization to alleviate the stress for the purpose of improving employees performance.

1.5 SCOPE OF THE STUDY

This study is conducted to know about the causes of stress in the working environment. It aims to gain in-depth knowledge about the stress and helps to overcome stress of employees in an organization. It helps to analyze the factors affecting employee's health, mental and physical towards the organization based on lack of management support, supportive aspects to improve management, stress reduction techniques causing stress among the employees at the workplace.

1.6 LITERATURE REVIEW

Busharabano parvaiz talib " *study of role stress among two Indian government organizations" Volume no.1*(2011),issue no.1(June) The variable taken by author were Inter-role distance, Role Stagnation, Role Erosion Conflict, Role Erosion, Role Overload, Role Isolation, Personal Inadequacy, Self-role distance, Role Ambiguity, Resource Inadequacy. Authors found that the government employees had moderate level of stress and also established resource inadequacy was the most potent stressor. Furthermore identified that Role Erosion and Role Expectation Conflict had a significant impact on the stress level of employees.

Jims Joy. P, Radhakrishnan. R *" A Study on Occupational Stress Experienced by Tile Industry Employees in Kannur and Calicut District of Kerala"* international journal of research in commerce and management volume no.4(2016), issue no.08(august) stress is the universal element and personal from nearly every walk of life have to face stress. Stress can have negative impacts on both the employees and the organization. Role conflict and lack of senior level support were as occupational stress variables. They said like the workplace was an important basis of both demands and pressures causing stress, structural and social resources to frustrate stress. They concluded like work force productivity was the most vital factor as far as Entitled Authors had taken work over load, role the

success of an organization was concerned and it depending on the psychosocial well being of the employees. The growing intercessional strategies were important to the organization

HarshanaPVS," *Work Related Stress"* international journal publication Volume 2 Issue 3 - November 2018 Work related stress is an ordinary reaction that occurs when the work weight progress toward becoming excessive. Occupational well being impact to soundness of representative and strength of the association. Work related stress is a genuine and developing issue in the present world. It is imperative that this issue is tended to and that move is made to address the issues this may make both for people and the associations in which people work. This paper reviews the idea of work-related stress, work related stress models and demonstrating how it effect on effectiveness and performance of the organization. Be that as it may, since not all the job-related stress has negative effect it may act as a morale booster of the employees too. These should be taken into consideration by the top-level management in order to increase job performance.

1.7 RESEARCH METHODOLOGY

Research refers to a search for knowledge. The research design followed for the study is descriptive type of research. It is typically concerned with determining the frequency with which something occurs or how two variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group. The sample size was 200 using sampling technique, under probability sampling, stratified random sampling is used for this study. Data was collected through primary sources as questionnaires. Statistical tools are used to obtain accurate result. The following statistical tools are Simple Percentage.

1.8 LIMITATIONS OF THE STUDY
  ➢ The study is based on the sample size of 200.
  ➢ The findings of the study are based on the information provided by the respondents.
  ➢ Te data was collected during the working hours; employees were busy in their work so they were less responsive.

2. DATA ANALYSIS AND INTERPRETATION

Table2.1 Table showing respondents opinion about work culture supportiveness

s. no	Option	no of the respondents	% of the respondents
1	Highly satisfied	34	17
2	Satisfied	67	33.5
3	Moderate	49	24.5
4	Dissatisfied	32	16
5	Highly dissatisfied	18	9
6	Total	200	100

Interpretation:

It is inferred from the above table that 33.5% are satisfied, 24.5% are Moderate,17% are highly satisfied ,16% are dissatisfied ,9% are highly dissatisfied.

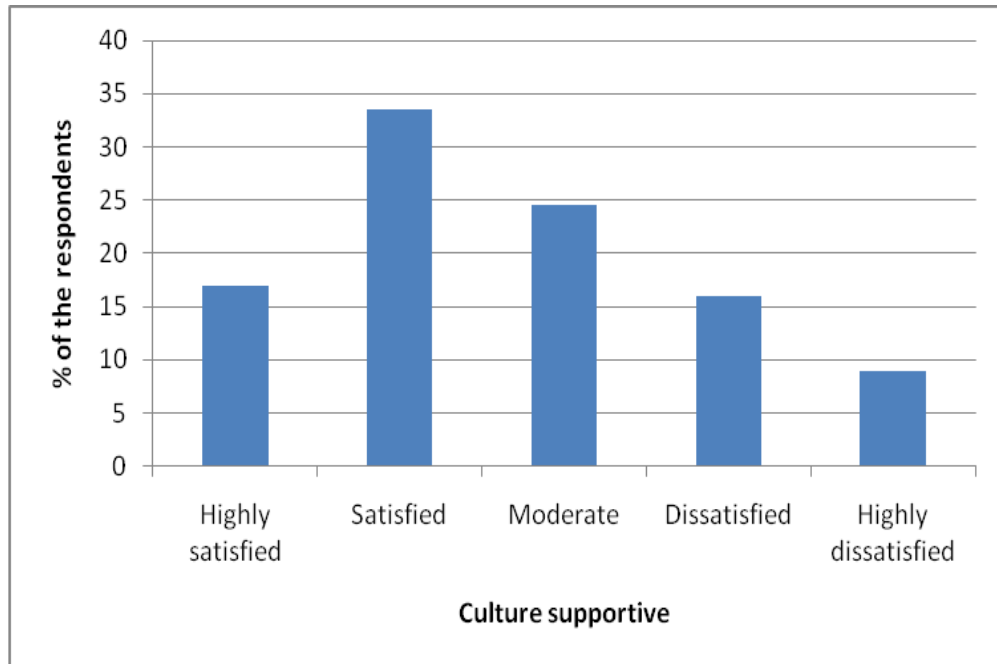**Chart no: 2.1(a) Chart showing respondents opinion about work culture supportiveness:**

Table2.2 Table showing respondents opinion about working environment and conditions:

s. no	Opinion	no of the respondents	% of the respondents
1	Highly satisfied	39	19.5
2	Satisfied	69	34.5
3	Moderate	38	19
4	Dissatisfied	37	18.5
5	Highly dissatisfied	17	8.5
6	Total	200	100

Interpretation:

It is inferred from the above table that 34.5% are satisfied ,19.5% are highly satisfied, 19% are moderate of the, 18% are dissatisfied ,8.5% are highly dissatisfied.

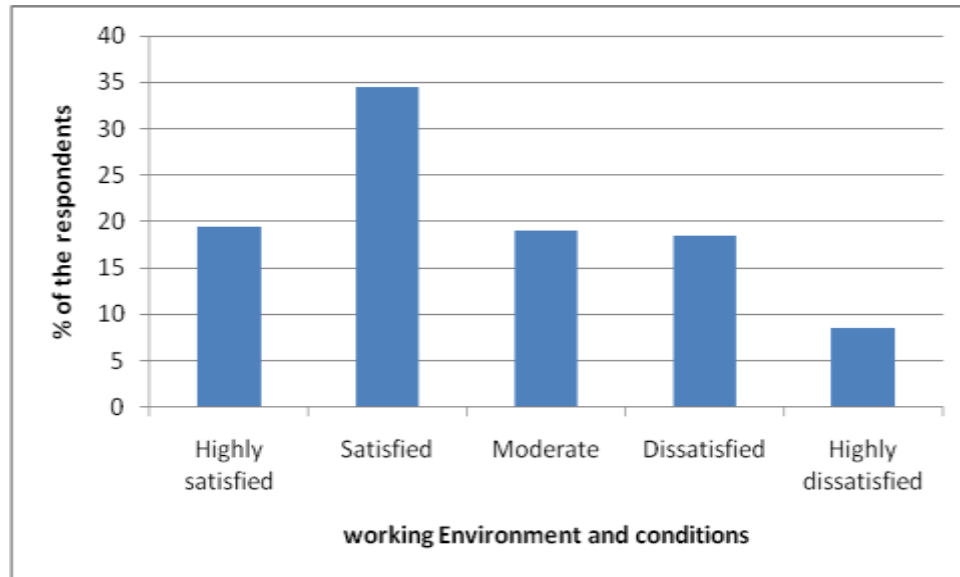**Chart no: 2.2(a) Chart showing respondents opinion about working Environment and conditions:**

Table 2 .3 Table showing respondents opinion about stress relief activities in the organization:

s. no	Opinion	No. of the respondents	% of the respondents
1	Highly satisfied	39	19.5
2	Satisfied	42	21
3	Moderate	63	31.5
4	Dissatisfied	38	19
5	Highly dissatisfied	18	9
6	Total	200	100

Interpretation:

It is inferred from the above table that 31.5% are moderate, 21% are satisfied, 19.5% are highly satisfied of, 19% are dissatisfied, 9% are highly dissatisfied.

Chart no: 2.3(a) Chart showing respondents opinion about stress relief activities in the organization:

Table2.4 Table showing respondents opinion on counseling program:

s. no	Opinion	no of the respondents	% of the respondents
1	Highly satisfied	38	19
2	Satisfied	49	24.5
3	Moderate	68	34
4	Dissatisfied	29	14.5
5	Highly dissatisfied	16	8
6	Total	200	100

Interpretation:

It is inferred from the above table that 34% are moderate, 24.5% are satisfied, 19% are highly satisfied, 14.5% are dissatisfied, 8% are highly dissatisfied.

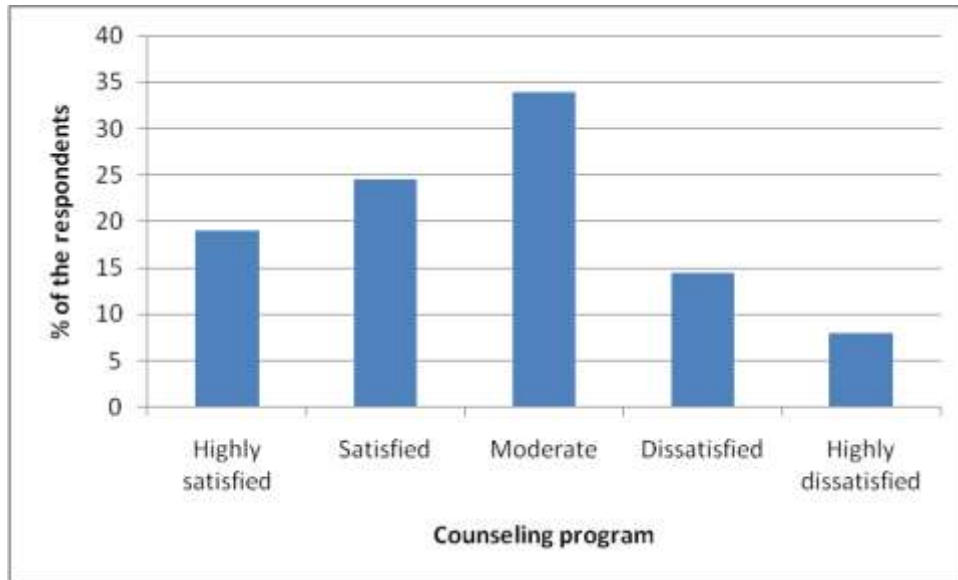**Chart no: 2.4(a) Chart showing respondents opinion on counseling program:**

Table2.5 Table showing the Feel that your role in organization is appreciated:

s. no	Opinion	no of the respondents	% of the respondents
1	Highly satisfied	37	18.5
2	Satisfied	53	26.5
3	Moderate	72	36
4	Dissatisfied	26	13
5	Highly dissatisfied	12	6
6	Total	200	100

Interpretation:

It is inferred from the above table that 36% are moderate, 26.5% are satisfied, 18% are highly satisfied of the respondents ,13% are dissatisfied, 6% are highly dissatisfied.

Chart no: 2.5 (a) Chart showing respondents opinion on feel that their role:
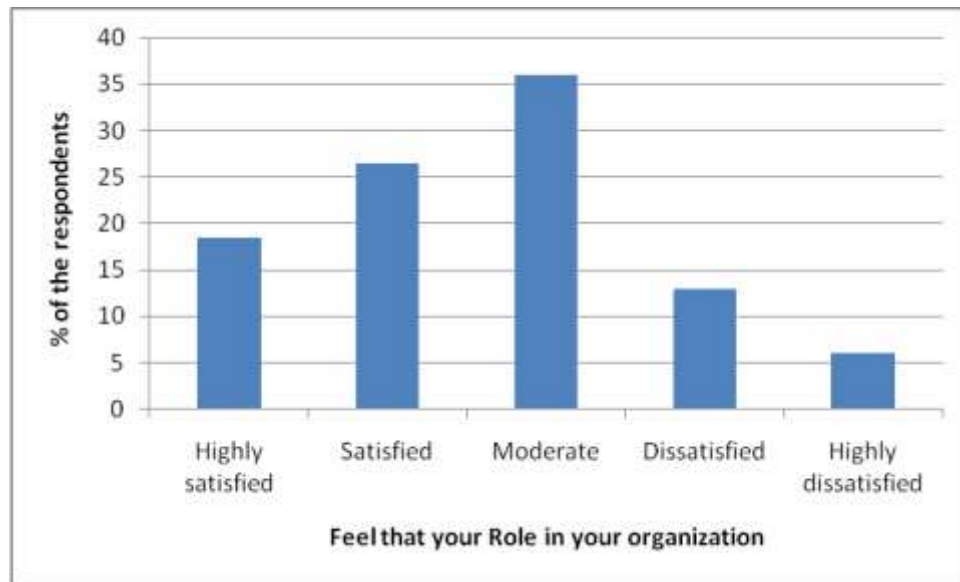
3. SUGGESTIONS

Most of the employees are recommended to the proper regular excises it' s like yoga , meditation, comps or programs and then conduct a proper counseling and frequent recreational programs like get together in department concerned, parties on occasions like the birthdays of the employees, on the achievements of any particular department, cultural activities, sports pleasure trips etc. employees have same sufficient time in meeting the targets so that the employee performs his best without any stress.

4. CONCLUSION

The stress management is surveyed using a questionnaire. And the data collected are analyzed the solution and recommendation suggested by the employees are enlisted. The stress management is a leading fact that each and every organization should concentrate so that they can keep an eye on their performance and productivity the organization should be a watch in the stress management process. All the management stress this trend will definitely lead to empower employees,

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