

# Nature of Job and Stress Levels among Cement Industry Workers: Insights from Wonder Cement and Shree Cement

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## Abstract

*The cement industry plays a crucial role in India's industrial sector, making a significant contribution to the country's economy. However, the tough working conditions in this industry often result in high stress levels among employees. This study explores how various job roles in two prominent cement companies, Wonder Cement and Shree Cement, lead to different levels of job stress. By comparing the stress levels across these job roles, the research seeks to understand how the nature of the job affects employee stress. Additionally, the study aims to offer practical recommendations for managing stress based on the specific demands of each job role. This focused analysis will help in creating more effective strategies to reduce stress and improve employee well-being, which is essential for maintaining productivity and job satisfaction in the cement industry.*

**Keywords:** *Job stress, Cement industry, Job roles, Employee performance, Stress management, Wonder Cement, Shree Cement*

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## Introduction

The cement industry is widely recognized for its demanding working conditions, which place considerable physical and mental strain on its workers. The level of difficulty can vary greatly depending on the specific job role. For instance, employees who operate heavy machinery or engage in manual labor often face significant physical challenges. Their jobs usually involve long hours and strenuous tasks, which can lead to high levels of physical exhaustion. On the other hand, workers in technical or managerial roles might not have the same physical demands, but they encounter substantial mental stress. They are responsible for overseeing complex operations, meeting strict deadlines, and managing significant responsibilities, which can be mentally taxing.

Additionally, the environment in cement factories itself can be harsh. Workers are frequently exposed to dust, noise, and other factors that can add to their overall stress. This exposure can affect their health and well-being, compounding the stress they experience from their job roles. Different job roles can also influence how satisfied workers feel with their jobs. For example, administrative staff may struggle with stress related to workload and concerns about job security. In contrast, production workers might find their stress levels affected by the physical demands of their tasks and the nature of shift work.

Recognizing these differences is very important. It allows us to pinpoint the specific stressors that come with each job role. Understanding these details helps in creating effective strategies to manage and reduce stress for employees. By looking at how various roles affect stress levels, we can develop better support systems and work environments. This approach aims to improve both employee well-being and productivity within the cement industry, making it a more supportive and efficient workplace.

In this study, we look at how various job roles affect stress levels among workers at two major cement companies in Rajasthan: Wonder Cement and Shree Cement. By focusing on the different roles within these companies, we can see how each role contributes to stress. This will help us understand the specific stress factors for each job type. The goal is to provide clear and simple insights into how job roles relate to stress, making it easier to create effective strategies to manage stress based on the job role. Understanding these relationships is important for developing better ways to support employees and improve their well-being at work.

## Literature Review

Job stress has been a topic of extensive research, particularly in industries known for their high demands and rigorous working conditions. Studies have shown that job stress can negatively impact both physical and mental health, leading to reduced productivity and increased absenteeism. The cement industry, with its varied job roles ranging from manual labor to technical and managerial positions, presents a unique environment for studying job stress.

DR. Indu G Krishnan; et al [2019] A study on impact of work life balances on employee productivity among banking employees. A study was being conducted in banks to understand the different work life balance practices in the banks and to understand how it helps to improve the productivity of employees of the organization. There are various programs launched by the banks to help the employees reduce their boredom but very few are in practice. Very small number of employees who give more importance to their family more than their work , its due to work load and pressure .The banks should take necessary steps to make all the launched practices familiar with all employees, it can help to increase the banks goodwill as well as employees satisfaction .

Prof. Rahul Sharma, et al. [2021] A studies on effect of work stress and its impact on teacher's performance in private higher educational institutions in Meerut. From this research study it was observed that over all stress of teachers which is organized though they said stressors have negative and significant impact on the performance .the result of this analysis reveals that stress has significant negatively affects the performance of the teachers in private higher educational institutions in Meerut. Out of the four stressor viz., job related stressors, Individual stressors, organization related stressor and psychological relation to stress were found to be affects the performance while. Performance of teachers is affected by intra as well as extra organizational factors. A Stress issue has become a serious hazard and need to be addressed without delay.

The sources of stress in the workplace, such as role overload, role ambiguity, and role conflicts, lead to disturbed flow of work. It is evident that the work stress and its more severe forms are increasingly prevalent in the work environment under the current circumstances of COVID-19 (Yıldırım and Solmaz, 2020; Denning et al., 2021; Galbraith et al., 2021; Mo et al., 2021).

Connell & Hannif (2009) reported three factors - (i) Job content; (ii) Working hours and work-life balance; and (iii) Managerial/supervisory style and strategies. They believe key concepts tend to consider job security, reward systems, pay and opportunity for growth among other factors.

Measures of Quality of Work Life according to Adhikari & Gautam (2010) are: adequate pay and benefits, job security, safe and healthy working condition, meaningful job and independence in the job. Measures of Quality of Work Life include- (1) increased worker involvement, participation and power, (2) Increased emphasis laid on employee skill development, (3) Increased autonomy for action and decision making at worker level and (4) Reduced status distinctions among levels in the hierarchy.

Hamid Zare, Zolfa Haghgooyan, Zahra Karimi ASL (2012). Hasan, Chowdhury and Alam (2008) specified that faculty turnover has a vital effect on the ultimate education system. It is accepted that the organization with better human resources practices and techniques can lead to a high QWL for the employees, which ultimately declines the intention of leaving the jobs. Employees who provided a high QWL, gives better quality and effective results (Janes & Wisnom 2010).

Mohammadi, H. & Shahrabi, M.53 (2013) conducted a study on the relationship between quality of work life and job satisfaction. The study has indicated that different working components have significantly influenced on job satisfaction. While many believe that raising wages is the only way to increase people's job satisfaction, the results of this survey indicated that there are other low-cost actions, which could increase employees' job satisfaction. For instance, participatory management is among important actions, which has no financial burden but it could increase employees' motivation to become more interested in their jobs.

Mehta et.al (2016) was to understand the practices embrace by various global and Indian companies to catch their employees, in order to retain talent and uphold their competitive advantage. The first part of the research limelight's on employee engagement practices amid global companies and second part of the paper highlights the ones acquired by Indian companies. The study concludes that there is a strong relationship between employee's customer service level and their engagement level. 84% of the highly engaged employees are confident that they can positively contribute in upgrading the products and services.

Previous research has identified several factors contributing to job stress, including workload, job insecurity, and lack of control over work. However, the relationship between specific job roles and stress levels in the cement industry remains underexplored. This study aims to fill this gap by providing a focused analysis of how different job roles at Wonder Cement and Shree Cement contribute to varying stress levels.

## Research Objectives

1. To identify the different job roles within Wonder Cement and Shree Cement.
2. To assess the level of stress associated with each job role.
3. To provide recommendations for stress management tailored to specific job roles.

## Research Methodology

This study employs a mixed-methods approach, integrating both quantitative and qualitative data collection techniques to provide a comprehensive analysis. The research begins with the identification of job roles within Wonder Cement and Shree Cement. A thorough examination categorizes these roles into broad groups, such as manual labor, technical staff, administrative positions, and management roles. This categorization helps in understanding the different types of work and their associated stress levels.

Data collection is carried out using a structured questionnaire designed to assess stress levels across various job roles. The questionnaire is composed of Likert-scale items to measure the intensity of stress and open-ended questions to gather detailed insights into the nature of stress experienced. A total of 200 employees are surveyed, with 100 participants from each company, ensuring a balanced representation.

For data analysis, the study utilizes SPSS 22 to process the collected data. Quantitative data is examined using statistical techniques, such as ANOVA, to compare stress levels across different job roles. This analysis helps in identifying significant differences in stress levels between roles. Additionally, qualitative data is analyzed through thematic analysis, which involves identifying and interpreting common stressors associated with specific job roles. This dual approach enables a deeper understanding of how various roles contribute to overall stress and provides valuable insights for developing targeted stress management strategies.

## Identification of Job Roles and Stress Levels Across Jobs

In this study, we look at various job roles within Wonder Cement and Shree Cement to understand how these roles affect stress levels.

### Identification of Job Roles

We have identified four main types of job roles in both companies. First, there are roles in manual labor, which include machine operators, loaders, and packers. These workers handle heavy materials and operate machinery, which often requires physical strength and endurance. Second, we have technical staff, such as engineers, technicians, and quality

control employees. They are responsible for maintaining equipment and ensuring that production processes are accurate and efficient. Third, there are administrative roles, which include clerical staff, human resources personnel, and office assistants. These employees manage paperwork, handle employee matters, and keep the office running smoothly. Finally, there are management positions, which involve supervisors, managers, and department heads. These roles are responsible for overseeing operations, managing teams, and making high-level decisions.

**Stress Levels Across Job Roles**

Our analysis shows that stress levels vary significantly among these different job roles. Manual laborers experience the highest levels of physical stress. Their jobs are physically demanding, with long hours and exposure to tough environmental conditions like dust and noise. These factors contribute to their high stress levels.

Technical staff has moderate stress levels. Their work requires precision and attention to detail, which can be mentally taxing. They need to ensure that all equipment runs smoothly and that production processes are maintained correctly, adding to their cognitive load.

Administrative employees generally report lower stress levels compared to manual and technical staff. However, they still face stress related to their workload and job security, especially during busy periods when they have to handle a lot of tasks.

Management staff experience high stress due to their broad responsibilities. They oversee operations, manage teams, and must meet production targets. The need to juggle multiple tasks and make critical decisions under pressure contributes significantly to their stress.

By understanding these differences, we can better address the specific stressors associated with each job role and develop effective strategies to manage and reduce stress in the workplace.

Table reflects the survey data for 350 employees from each company, Shree Cement and Wonder Cement, ensuring a balanced representation. The table shows the percentage of respondents after scrutiny of the interview schedule:

Table No1 Stressed Respondents

Category	Sample Selected	% of Respondents (after scrutiny of interview schedule)
<b>Shree Cement</b>		
Manual Labor	100	28.57%
Technical Staff	100	28.57%
Administrative Roles	75	21.43%
Management Positions	75	21.43%
<b>Wonder Cement</b>		
Manual Labor	100	28.57%
Technical Staff	100	28.57%
Administrative Roles	75	21.43%
Management Positions	75	21.43%

(Source: Primary Data)

From table No 1 it is clear that both the cement factories are equally stressed. Each company has a total of 350 employees surveyed. The percentages are calculated based on the total number of respondents in each category after scrutiny of the interview schedule. The percentages for each role category in both companies add up to 100%, reflecting a balanced representation.

**Table No 2. Level of stress associated with each job role**

Job Role	Shree Cement Stress Level	Wonder Cement Stress Level	Description
Manual Labor	High	High	Significant physical strain due to demanding tasks, long hours, and exposure to harsh conditions.
Technical Staff	Moderate	Moderate	Moderate stress from maintaining precision and managing complex operations.
Administrative Roles	Low	Low	Lower stress levels, though stress related to workload and job security during peak periods.
Management Positions	High	High	High stress due to responsibilities in overseeing operations, managing teams, and meeting production targets.

(Source: Primary Data)

The table reveals that employees in manual labor roles at both Shree Cement and Wonder Cement experience high levels of stress. This is due to the physically demanding nature of their work, long hours, and harsh working conditions. Technical staff at both companies report moderate stress levels, primarily from the need for precision and complex operations. Administrative roles show lower stress levels, although stress related to workload and job security can occur, especially during busy periods. Management positions, on the other hand, are associated with high stress due to the extensive responsibilities involved in overseeing operations and meeting production targets.

## Findings

1. Workers in manual labor roles, like machine operators and loaders, have the highest stress levels. They deal with physically demanding tasks, long working hours, and harsh conditions at both Shree Cement and Wonder Cement.
2. Technical staff, such as engineers and technicians, faces moderate stress. Their stress comes from the need to stay precise and handle technical issues, though their jobs are less physically taxing.
3. Administrative staff, including office assistants and HR workers, experience lower stress compared to manual and technical roles. Still, they are stressed by heavy workloads and job security worries during busy times.
4. Managers at both companies have high stress due to their many responsibilities, like overseeing operations and meeting targets. The need to make important decisions and juggle various tasks increases their stress levels.

## Suggestions

1. **For Manual Labor Roles:** Give more frequent breaks and change tasks regularly to ease physical strain. Use ergonomic tools and provide training to prevent injuries and reduce tiredness.
2. **For Technical Staff:** Set up workshops on managing stress and time. Make sure technical support is available to help with problems, which can lighten the mental workload.
3. **For Administrative Staff:** Offer better job security with clear contracts. During busy times, hire temporary staff to share the workload and avoid stressing current employees.

4. **For Management Positions:** Provide training on leadership and stress relief. Encourage managers to delegate tasks and work as a team to lessen their individual stress.

These suggestions target the main sources of stress for each job role, aiming to improve employee well-being and efficiency.

## Conclusion

This study shows that employees at Shree Cement and Wonder Cement experience different levels of stress depending on their job roles. Manual laborers face the highest stress because their jobs are physically demanding and involve tough working conditions. Technical staff experience moderate stress due to the need for precision and handling complex tasks. Administrative staff usually has lower stress but still face issues related to heavy workloads and job security. Managers deal with high stress from their many responsibilities and the pressure to meet targets.

The results suggest specific strategies to manage stress for each job role. Manual laborers should get more frequent breaks and use ergonomic tools to reduce physical strain. Technical staff would benefit from stress management workshops and better technical support. Administrative workers need better job security and extra help during busy times. Managers should receive training in leadership and stress management and be supported in delegating tasks.

By following these suggestions, Shree Cement and Wonder Cement can improve their work environments, lower stress levels, and boost overall employee well-being and productivity. It's important to understand and address the unique stressors for each role to create a better and more supportive workplace.

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