

# Occupational Stress Among Cement Industry Employees: A Study of Shree Cement and Wonder Cement

DEEPIKA KHATRI, Prof. (Dr.) P. R. DADHICH

*Bhagwant University, ajmer*

## Abstract

*Stress is a part of daily life and is often seen as a problem that affects the body and mind. A little stress can be helpful for both individuals and organizations, helping them reach their goals. But too much stress can be harmful to health and well-being. Occupational stress is a major issue in the cement industry. It affects how well employees work, their health, and the productivity of the whole organization. This study looks at stress among employees in cement plants in Ajmer, Rajasthan. It focuses on why stress happens, how it affects employees, and possible ways to handle it. Using surveys and interviews with employees from both the cement plants, the research aims to find out what causes stress and how it impacts job performance. The study finds that high job demands, poor work conditions, and management practices are big stress factors. It also shows that stress lowers job satisfaction and performance. Workplace stress is common for many workers. The study focused on 60 employees from both Shree and Wonder cement plants. The study aims to identify key stressors, sources of stress and how stress affects job performance and satisfaction at these companies. This research will help suggest policy changes in the field. The paper uses both quantitative and qualitative methods to analyze stress in the cement industry and offers recommendations to improve the work environment and productivity.*

**Keywords** *Stress management, employee performance, workplace stress, Occupational Stress, Cement Industry, Employee Well-being,*

---

## Introduction

The way we work and our workplaces have changed a lot over time. Competition at work, driven by personal interests, can make people feel less happy and trust others less. Global competition has made jobs less secure due to more mergers, acquisitions, outsourcing, and job cuts. Both individuals and organizations feel pressure to beat their rivals and gain an edge. All these issues create stress for workers.

In India, the cement industry is the second-largest producer of cement in the world and plays a major role in the national GDP. India produces 350 million tons of cement each year, and this number is expected to grow to 550 million tons by the financial year 2020. As India develops its cities and rural areas, the need for cement will increase (Saunders, 2014). In Ajmer District of Rajasthan, the cement industry is also very important for generating government revenue. Therefore, it is crucial to improve worker productivity in this sector by enhancing their efficiency. In today's competitive and high-tech business world, a safe and healthy work environment can greatly help workers do their jobs better. Recent studies have shown that a poor work environment can lower the quality of work, especially in the industrial sector.

Occupational stress is a pressing issue that affects workers across various industries, with the cement industry being no exception. In the Southern Ajmer region of Rajasthan, the cement sector plays a crucial role in the local economy, providing employment and contributing to regional development. However, the demanding nature of work in this industry, combined with environmental factors and organizational practices, can lead to significant stress among employees.

This research aims to explore the levels of occupational stress among cement industry employees in the Southern Ajmer region. By understanding the key stressors and their effects on employee performance, the study seeks to provide insights into improving work conditions and implementing effective stress management strategies. The significance of this research lies in its potential to enhance employee well-being and operational efficiency within the cement industry.

## Objectives

The objectives of this research are as follows:

- To identify the major sources of occupational stress among employees at Shree Cement and Wonder Cement in the Ajmer region of Rajasthan.
- To assess the impact of occupational stress on employee performance and job satisfaction specifically at Shree Cement and Wonder Cement.
- To provide recommendations for improving the work environment and enhancing employee well-being at Shree Cement and Wonder Cement.

## Literature Review

Stress in the workplace has been extensively studied across various industries, including the cement industry. Studies have shown that occupational stress is a significant issue that can negatively affect employee morale, productivity, and overall well-being. The literature highlights the importance of stress management strategies, such as employee assistance programs, stress-reduction training, and supportive work environments, in mitigating the adverse effects of stress on performance. This section reviews existing literature on stress factors, management strategies, and their impact on performance, providing a foundation for the research.

Pilar et al. (2013) found that men mainly experience stress from job demands (quantitative demands), but this is somewhat lessened by control and support. For women, stress comes from emotional and intellectual aspects (qualitative demands) as well. Social support has a stronger effect on reducing stress for women than for men. The study suggests that using the Job Demand Control and Support model according to gender can help design better policies to lower job stress for both men and women.

Shields (2006) reported that women experience more stress and depression compared to men. Also, lower support from co-workers was linked to higher levels of depression and stress among men.

Mahdad (2002) and Saatchi (2008) stated that mental health issues among employees were a major threat to productivity in the cement industry in Iran.

Menezes (2005) found that work stress is increasing quickly and has become a major problem for employers. High stress levels lead to lower productivity, more absenteeism, and other issues like alcoholism, drug abuse, high blood pressure, and heart problems.

Parks (2002) discovered that stress can harm the work environment. This harm can make it harder for workers to perform well and be productive at their jobs.

Kumar & Madhu (2011) noted that work stress is more noticeable among workers. They found that lower-level employees, in particular, have less control over their work compared to other employees.

Joy and Radhakrishnan (2013) identified several major causes of stress for operational workers. These include a poor physical environment, no role in decision-making, having a dual career, job insecurity, boring repetitive tasks, personal or family problems, and social or physical isolation.

Jungwee Park (2007) found that married workers generally had less job strain than unmarried workers. However, Chandra Mohan et al. (2013) found the opposite, noting that married employees experience more stress than unmarried ones.

These studies help us understand the work environment for manufacturing workers and the reasons behind their stress at work. They also highlight the risks to health and safety due to low job control, high job demands, and low social support

## Methodology

This study uses a mix of methods to gather and analyze information about stress among employees in the cement industry. It focuses on Shree and Wonder Cements in the Ajmer region of Rajasthan. To collect data, the study uses both surveys and interviews. For the interviews, a structured questionnaire was followed.

The research is both explorative and descriptive. The details of the sample design are as follows: the population type is specific to Shree Cement and Wonder Cement in the Ajmer region, and the sample size is 60. Simple random sampling was used to choose participants.

The study uses both primary and secondary data. Primary data was gathered through direct interviews using a structured questionnaire and Secondary data came from research publications, standard journals, periodicals, government organizations, and relevant job-related records.

## Occupational stress

Occupational stress happens when work causes physical and emotional strain. It's a common problem in many workplaces, affecting both workers and companies. Stress can come from heavy workloads, tight deadlines, lack of control over tasks, poor work-life balance, and conflicts with others. This type of stress can hurt employee performance, satisfaction, and health. High stress levels might lead to burnout, more sick days, and even employees quitting, which can harm the company. Long-term stress can also cause serious health problems like anxiety, depression, heart disease, and muscle pain. Stress can arise from two main sources, which are divided into two categories:

**Internal causes:** These are related to a person's mindset and way of thinking. They come from within the individual and can lead to stress. These causes depend on how a person perceives things. For instance, even if there is no real danger, a person might feel threatened by someone or something, causing stress.

**External causes:** These involve various factors outside the individual, particularly within an organization, that affect a person's performance at work. The main reasons why employees feel stressed at work include:

- **Workload:** When there is too much work to do or deadlines are very tight, employees can feel overwhelmed, which causes stress.
- **Lack of Control:** If employees think they have little say in their work or can't make decisions, it can lead to a lot of stress.
- **Job Insecurity:** Worrying about losing a job or being unsure about future employment can make the work environment stressful.
- **Poor Work-Life Balance:** It's stressful when it's hard to manage work and personal life, especially if work takes up personal time.
- **Interpersonal Conflicts:** Disagreements or issues with coworkers or bosses, like misunderstandings or lack of support, can add to workplace stress.
- **Role Ambiguity:** If job roles or expectations are unclear, it can cause confusion and stress as employees may not understand their responsibilities.

- **Work Environment:** Bad working conditions, such as not having enough resources, an uncomfortable workspace, or unsafe environments, can be a major cause of stress.
- **Lack of Support:** When supervisors or coworkers don't provide enough support, whether it's emotional or practical, it can make employees feel more stressed.
- **High Responsibility:** Jobs that require a lot of responsibility, especially when the stakes are high, can be very stressful.
- **Organizational Changes:** Big changes in the organization, like restructuring, mergers, or layoffs, can create an uncertain environment that leads to stress.

**Analysis and Findings**

This paper also includes an analysis of data collected by representing it in tabular form along with interpretations. The information collected has been analyzed for arriving at proper conclusion on the topic.

**Table 1: Stressed Respondents**

Category	Shree Cement (n=30)	% of Respondents (Shree Cement)	Wonder Cement (n=30)	% of Respondents (Wonder Cement)
Stressed Respondents	30	100%	30	100%

(Source: Primary Data)

From **Table 1**, it is evident that workers in both Shree Cement and Wonder Cement experience equal levels of stress. The table shows that 100% of the respondents from both companies reported feeling stressed, indicating no significant difference in stress levels between the two groups of workers.

**Table 2: Causes of Stress**

Reasons	% of Respondents (Shree Cement)	% of Respondents (Wonder Cement)
Constraints of Change	8	5
Role Conflict	10	11
Feeling of Inequality	16	12
Job Difficulty	14	16
Lack of Supervisory Support	17	18

(Source: Primary Data)

Table No.2 indicates that "Feeling of Inequality," "Job Difficulty," and "Lack of Supervisory Support" are significant causes of stress among workers at Wonder Cement. For Shree Cement, the main stressors include "Lack of Supervisory Support," "Workload," and "Job Difficulty." Overall, "Job Difficulty" and "Lack of Supervisory Support" are common stressors among workers in the cement industry.

**Table 3: Different Factors of Stress**

Stress Factor	% of Respondents
Insufficient Skills	15
Balancing Work and Personal Life	13
Unrealistic Expectations	15
Financial Situation	18
Work Setting	20
Limited Resources	19

(Source: Primary Data)

From Table 3, we can see that the working environment is the biggest cause of stress. Many workers said they struggle to balance their personal life with their work. Extra work pressure and competition often make them neglect their personal lives. Other factors like economic status, not having enough resources, and lack of skills also add to the stress for workers in cement manufacturing.

**Table 4: Initiatives to Handle Stress**

Initiative	% of Respondents
Acknowledgment	15
Positive Assistance	17
Ongoing Education	23
Stress Relief Initiatives	16
Mindfulness Practices	29

(Source: Primary Data)

Table 4 shows how different activities help manage stress. Most people think mindfulness practices are the best for reducing stress, with 29% saying they help a lot. Ongoing education is also important, with 23% of people mentioning it. Stress relief programs, acknowledgment, and positive assistance from management are also appreciated, with 16%, 15%, and 17% of people liking these efforts. The table shows that regular training, supportive managers, and recognition are important actions that cement companies take to help their workers manage stress.

### Findings:

- All the workers in both Shree Cement and Wonder Cement reported feeling stressed, which shows that stress affects everyone in these companies. This means that stress is a common problem in the cement industry, and it doesn't matter which company the employees work for.
- The study found that the biggest causes of stress for workers in both companies are "Lack of Supervisory Support" and "Job Difficulty." Workers at Wonder Cement also feel stressed because of "Feeling of Inequality," while those at Shree Cement are stressed by "Workload." This shows that while there are some common stress factors, each company may have its own specific issues.

- The work environment is a major source of stress, with 20% of workers mentioning it as a key issue. Limited resources and money problems also add to the stress. This suggests that both the physical conditions at work and outside financial pressures are important in causing stress for the workers.
- Mindfulness practices are seen as the most helpful way to manage stress, with 29% of workers favoring them. Programs that focus on continuous learning and stress relief are also valued. This indicates that providing ongoing education and organized stress relief activities are important for managing stress at work.

### **Recommendations:**

- Since "Lack of Supervisory Support" is a big cause of stress, both companies should train their supervisors to be more understanding and supportive of their workers. This could include regular communication training and setting up feedback systems to ensure supervisors are effectively addressing workers' concerns.
- To reduce stress related to job challenges and workload, it is advised that both companies review job roles and workloads to make sure they are realistic and clear. Introducing job rotation and strategies to balance workload could help lessen the pressure on employees and give them a better understanding of their duties.
- Companies should focus on improving the physical work environment and making sure workers have enough resources. This includes addressing problems related to workspace comfort, safety, and providing the tools and materials needed to work effectively. Additionally, offering financial counseling or support might help reduce stress related to money issues.
- Both companies should think about expanding their stress management programs, especially by focusing on mindfulness practices, which have proven to be very effective. Regular mindfulness workshops, along with continuous learning opportunities, can help workers manage stress better. Also, recognizing and appreciating employees' hard work can boost their morale and lower stress, so adding recognition programs to the company culture is recommended.

### **Policy Changes**

Here are some policy changes that could help with workplace stress:

- Let employees choose flexible hours or work from home to better balance their work and personal life.
- Regularly assess workplace stress using surveys and feedback to catch and address problems early.
- Provide programs that include stress management training, workshops, and counseling to help employees handle stress.
- Make sure the workplace is safe and comfortable with good facilities, ergonomic workspaces, and regular breaks.
- Set up clear ways for employees and management to talk openly about concerns and support needs.
- Set fair workloads and deadlines to prevent overloading employees. Regularly check that workloads are manageable.
- Train managers to spot stress signs and support their teams. Encourage a caring and understanding management style.
- Acknowledge and reward employees for their hard work and achievements to boost morale and job satisfaction.

- Provide health and wellness programs, like fitness classes and mental health support, to promote overall well-being.
- Create and enforce policies that support a healthy balance between work and personal time.

These changes aim to make the work environment healthier, reduce stress, and improve employee well-being.

## Conclusion

Occupational stress is a critical issue that affects cement industry employees. Addressing these issues can lead to better employee well-being, increased job satisfaction, and enhanced organizational performance. The problem of stress is common and unavoidable in the cement manufacturing industry. Many workers in this sector suffer from serious stress-related health issues and psychological problems. Therefore, management should take steps to help workers deal with these harmful effects. Since stress in the cement industry often comes from too much work pressure and a poor work environment, companies should ensure a better work environment and proper division of tasks. The success of an organization depends greatly on the productivity of its workforce. Productivity is closely linked to the mental well-being of workers. In today's competitive world, people face many kinds of stress that impact their lives. This makes it crucial for organizations to use effective stress management strategies. Despite some limitations, the study strives to be thorough.

## References

1. Ahola, K. et al. (2009), "Occupational burnout and chronic work disability: An eight-year cohort study on pensioning among Finnish forest industry workers". *Journal of Effective Disorders*. Vol.115,pp. 150-159.
2. Bucurean Mirela & Costin Mădălina-Adriana Organizational Stress and its Impact on work Performance. Retrieved from core.ac.uk on 21-09-2015
3. Burman, R. & Goswami, G.T., 2018, 'A systematic literature review of work stress'. *International Journal of Management Studies*, 3(9), 112-132.
4. Cox, T., & Griffiths, A., 2010, 'Work-related stress: A theoretical perspective. In S. Leka & J. Houdmont (Eds.)', *Occupational health psychology*, 57-87.
5. Jins Joy. P\*, Dr. R. Radhakrishnan (2013), "A Study on Causes of Work Stress among Tile Factory Workers in Kannur District in Kerala". *International Journal of Scientific and Research Publications*, Volume 3, Issue 9, September 2013 ISSN 2250-3153 [www.ijsrp.org](http://www.ijsrp.org).
6. Shah, F. A., 2003, 'Role Stress in the Indian Industry: A Study of Banking Organisations'. *Indian Journal of Industrial Relations*, 281-296.