

Studies on Stress Management *A Case Study of Malappuram Automobiles; Kerala, India*

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Abstract

Problems of the present day are essentially man-made. The role of man is therefore important because it is his attitude and values which shape the environment. So we must train our people how to overcome stress in an organization for better results. It is a very important factor in our universe. This research has been done on stress management of MALAPPURAM AUTOMOBILES, Kerala. A sample size of 100 is taken for the purpose of analysis made from primary data. Most of the respondents have 1 years of long association with the organization. Almost all the respondents are satisfied with the physical and psychological working condition of the organization, and only fewer respondents are dissatisfied with the psychological working condition of the organization. The opinion about the training programs conducted by the organization is almost better, according to majority of the respondents.

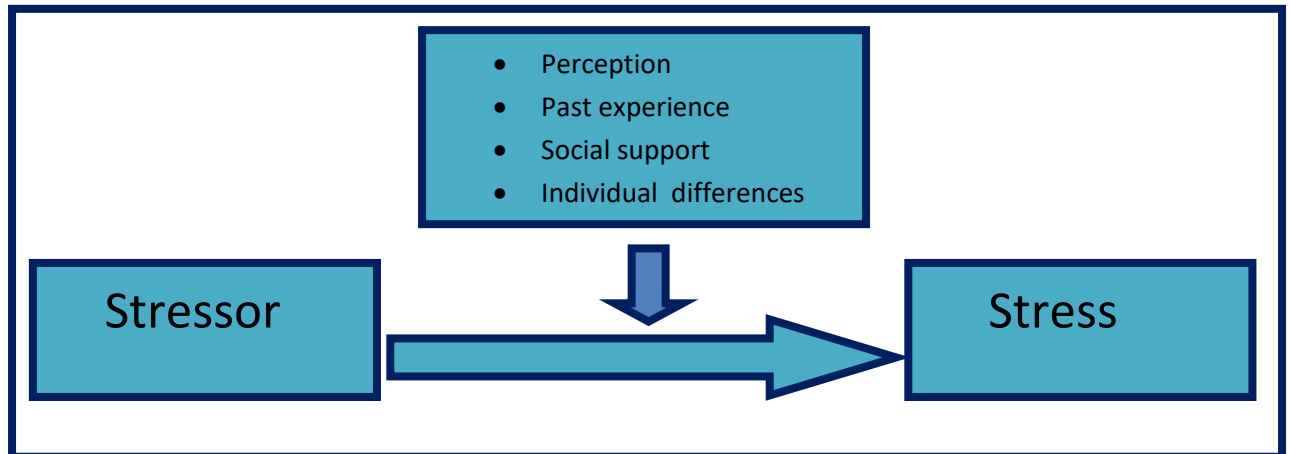
Key words—working condition, stress management, work pressure, reaction.

Introduction And Review Of Literature

A man's life today faces all sorts of challenges and obstacles that hamper his normal functioning and most of the time his pressure is too hard to handle. When we are expected to meet the changing demands, we undergo stress. Studies show that stress is a negative state of mind and since state of mind is changeable, stress is controllable. By adopting various stress management techniques and knowing exactly where the stress is coming from can release stress to a great extent and give a sort of comfort and boost confidence. According to the WHO, stress is a significant problem of our times and affects both physical and mental health of the people. Stress is defined as a situation where the organism perceives a situation as threatening. Stress coping methods are the cognitive, behavioural and psychological efforts to deal with stress. After a thorough literature review in major data base the following techniques were identified and are presented and briefly discussed here; progressive muscle relaxation, autogenic training, relaxation response, bio-feedback emotional freedom technique, guided imaginary diaphragmatic breathing, transcendental meditation, cognitive behavioural therapy, mindfulness based stress reduction and emotional freedom technique.

A review on the previous studies on stress among the employees is necessary to know the areas already covered. This will help to find our new areas uncovered and to study them in depth. The earlier studies made among the employees are briefly reviewed here. The research study of Jamal. M [1] finds that job stressors were significantly related to employees' psychosomatic problems, job satisfaction, unproductive time at the job, and absenteeism. Type A behavior was found to be an important moderator of the stress outcome relationship. Brief. A. P. and J. M. Atieh [2] argues that it is not safe to assume that job conditions that have an adverse impact on affective reactions to the job will also have a negative impact on overall subjective wellbeing.

Relationship between stressors and stress



Source: Don Hellriegel, organization behavior)

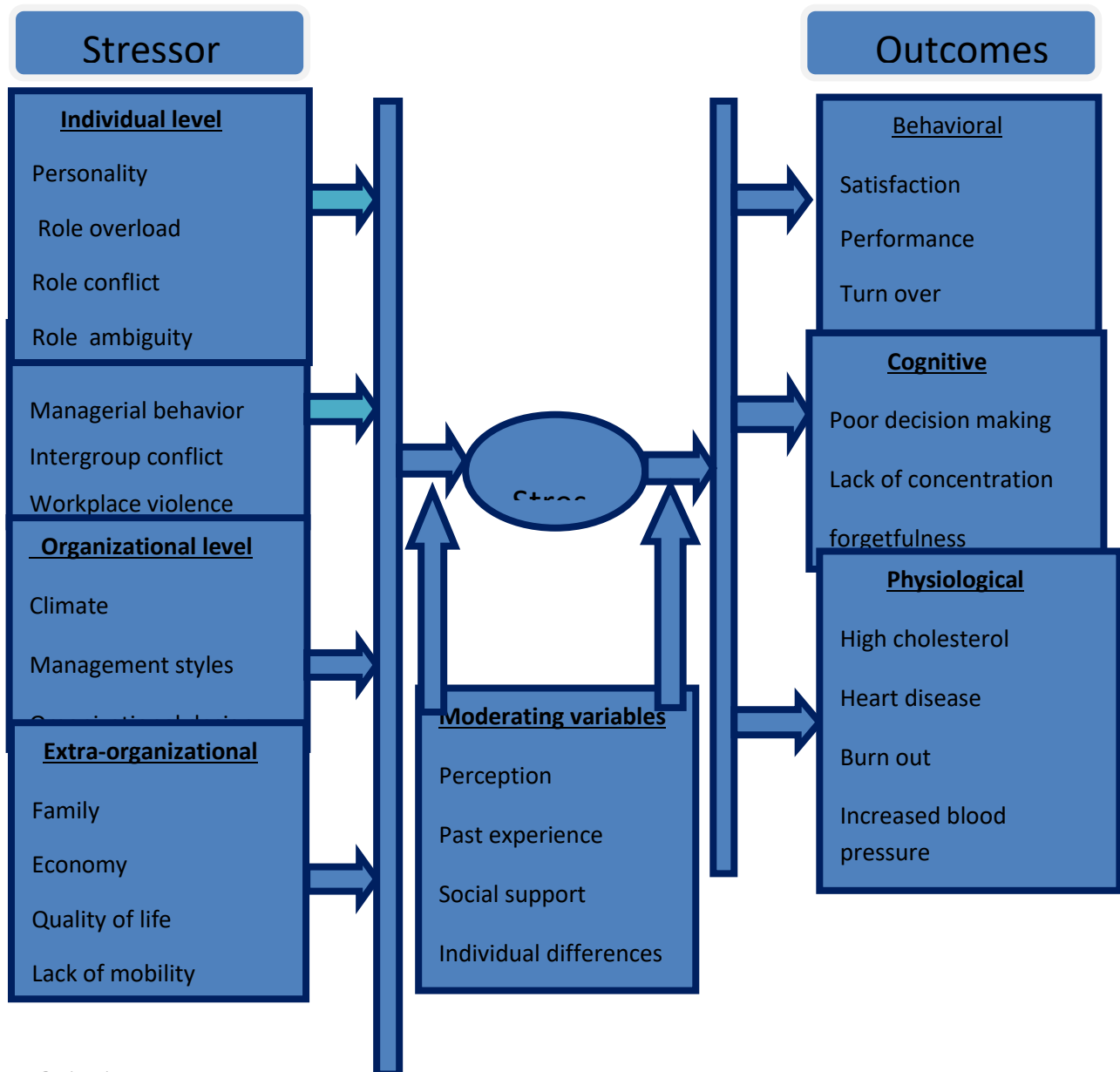
Perception: refers to a physiological process whereby a person selects and organizes stimuli into a concept of reality. Employee's perception of a situation can influence whether or not they experience stress

Past experience: whether a person experiences stress depends on his/her past experience with a similar stressor. The relationship between experience and stress is also based on reinforcement. Positive reinforcement or previous success in a similar situation can reduce the level of stress that a person experiences under certain circumstances; punishment or past failure under similar conditions can increase stress under the same circumstances.

Social support: the presence or absence of other people influences how individuals in the work place experience stress and respond to stressors. The presence of co-worker may increase an individual's confidence, allowing that person to cope more effectively with stress.

Individual differences: individual differences in motivation, attitudes, personality and abilities also influence whether employees experience work stress, and if they do, how they respond to it. What one person considers a major source of stress another may hardly notice it.

MODEL OF OCCUPATIONAL STRESS



Objective

- To find out and compare the impact of work stress .
- To suggest better strategies to overcome work stress.

Research Methodology – On the part of the research, it mainly concentrates on how to reduce stress in an organization. For this, the sample size chosen for this study is 100. HR-5, SERVICE-30, ELECTRICAL-10, PARTS –10, ACCOUNTS – 15, SALES AND MARKETING – 30.

- A well structured questionnaire is framed.
- Data is collected from the employees in Malappuram Automobiles

Data Analysis And Interpretation

Age in years	Number of respondents	percentage
21-30	69	23
31-40	75	25
41-50	72	24
50 & above	84	28
Total	300	100

It is observed from the survey that 25% of the respondents are between (31-40) yrs, 24% of them between (41-50).28% of them are above 50 yrs and 23% of them are between (21-30) yrs.

Stress In Job

PREFERENCE	NUMBER OF RESPONDENTS	PERCENTAGE
YES	153	49
NO	147	51
TOTAL	300	100

It is evident from the survey that 51% of the respondents agrees that their organization is helping them in overcoming stress, and the 49% of them are not satisfied with the help provided by the organization to overcome stress.

Programs That Could Be Adopted To Manage Stress

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGE
MUSIC THERAPY	72	24
EFFECTIVE TRAINING & DEVELOPMENT PROGRAMME	36	12
WORK GROUP	69	23
YOGA	72	24
TRANSPORT SUBSIDY	51	17
TOTAL	300	100

It is observed from the survey that 24% of them recommended employee music therapy, 12% of them need effective training, 23% of them need work groups, 24% need yoga.

Opinion About Yoga To Reduce The Stress

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGES
STRONGLY AGREE	84	28
AGREE	72	24
NEUTRAL	69	23
DISAGREE	51	17
STRONGLY DISAGREE	24	8
TOTAL	300	100

From the above data we can find that 28% of the respondent strongly agree that yoga can overcome stress, 24% of them agree that they can overcome stress through yoga, 23% of them don't have any idea whether yoga help in overcoming the stress; 17% of them disagree to the same fact while remaining 8% strongly disagree the fact that yoga will help in overcoming stress.

Organisation Policies And Procedure Are Stress Free

PARTICULARS	NO.OF RESPONDENTS	PERSENTAGES
HIGHLY ACCEPTED	51	17
ACCEPTED	84	28
NOT ACCEPTED	72	24
HIGHLY NOT ACCEPTED	93	31
TOTAL	300	100

It is observed from the survey that most of the respondents are not accepted that the company's policies are stress free. 28% of them have accepted that organization policies are stress free, 24% of them have not accepted it. 31% of them have not accepted that their organization policy is free from stress.

Opinion About Music Therapy To Reduce Stress

PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGES
STRONGLY AGREE	72	24
AGREE	84	28
NEUTRAL	51	17
DIS AGREE	69	23
STRONGLY DISAGREE	24	8
TOTAL	300	100

From the above data we can find that 24% of the respondents strongly agree that music therapy can overcome stress, 28% of them agree that they can overcome stress through music therapy. 17% of them don't have any idea whether music therapy help in overcoming the stress. 23% of them disagree the same fact while the remaining 8% strongly disagree the fact that music therapy will help in overcoming stress.

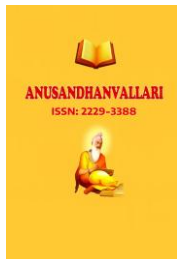
Best Intervention To Reduse Stress

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGES
RELAXATION TECHNIQUES	93	31
TIME MANAGEMENT	84	28
TRAINING& DEVELOPMENT PROGRAME	72	24
WORKING	51	17
TOTAL	300	100

It is observed from the survey that to overcome stress most of the respondents opined relaxation as one of the best techniques. 28% of them need more time management. 24% said that training is the best intervention, 17% said working intervention is the best thing to overcome stress.

Findings And Sugessions

- Out of the total sample most of the respondents are male and many are between 50 and above. Most of the respondents have 15-20 years of long association with the organization.
- Almost all the respondent are satisfied with the physical and psychological working condition of the organization, and only fewer respondents faces psychological problem in the existing environment.
- The opinion about training programs conducted by the organization is almost better, according to majority of the respondents.



- More than half of the respondents suffer stress in their job.
- Giving yoga to the employees daily before they enter to work, because yoga is probably the most effective remedy for stress. The practice of 'shavasana' reduces blood pressure. In 'manamaya kosha' include meditation and devotional session.
- .Most of the respondents suggest that music therapy, because Listening to music can have a tremendously relaxing effect on our minds and bodies, especially slow, quiet classical music. This type of music can have a beneficial effect on our physiological functions, slowing the pulse and heart rate, lowering blood pressure, and decreasing the levels of stress hormones.

Conclusion

“Stress is an adaptive response to an external situation that results in physiological and /or behavioral deviations for organizational participants”. Much of the stress is caused not only by work overload and time pressure but also the policies and procedures of the organizations. organization must begin to manage people at work differently, adopt some stress free strategies in an organization .if we enhance the physical and mental health of the employee ,in the coming future the organization would make more results as well as employee retention. because it is said that “a healthy employee is the wealth of the organization”. Research has proved that stress produces harmful physiological out comes. Research is now in progress to correlate stress with work related behaviors and cognitive out comes. These studies indicate that stress is negatively related to job satisfaction, organizational commitment and performance and positively related to turn over.

Reference:

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