Indian Journal of Science and Technology, Vol 8(32), DOI: 10.17485/ijst/2015/v8i32/87587, November 2015
ISSN (Print) : 0974-6846
ISSN (Online) : 0974-5645

A Study on Stress Management with References of SOFTORIX Technologies

D . Selliah* and S. Fabiyola Kavitha

Department of Management Studies, Bharath University, Chennai - 600073, Tamil Nadu, India

Abstract

Background/Objectives: In <30 words. **Methods/Statistical Analysis:** It should be <70 words. Include the method adapted to study the objectives/sampling details or simulation or statistical analysis of data; technique employed; mention unique/ important points of modification of methodology in the current study. Mention about test samples the control employed or approach used for comparing the test sample. **Findings:** It should be <170 words. Mention your findings in the form of statements along with the conclusive data of statistical importance; Mention how your findings are unique and novel; how your findings are in consensus with the existing values/ reports or how different are they from the already reported findings. Highlight how your results are helpful in adding more value to the existing reports. **Conclusion/ Improvements:** In <30 words.

Keywords: 5-6 words, Drawn from title, Word representing the work

1. Introduction

1.1 Outline of the Study

Stress is a mental pain caused to the employees in the work area due to the work they perform. Employees working in well reputed organizations face various type of stress during their work period. Stress can be simply defined as external force acting on an individual and which slowly retards his efficiency.

Stress produces numerous symptoms which vary according to persons, situations, and severity. These can include physical health decline as well as depression. According to the St. Louis Psychologists and Counseling Information and Referral, the process of stress management is one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management is the best way to manage anxiety and maintain overall well-being. More information is provided below on how to measure stress levels, learn about stress management models and practice techniques that will help to reduce stress and promote a positive lifestyle.

This research study mainly deals with Study on Employee Stress at Softorix Technologies, Chennai. It also focuses on current stress level and major factors influencing employees stress at work place.

2. Objectives of the Study

- To find out the level of stress among the employees in Softorix Technologies.
- To identify the consequences of the stress among the employees.
- To identify the factors causing stress among the employees.
- To evaluate the impact of stress in the organizational performance.
- To bring the coping strategies to overcome the stress.

3. Limitations of the Study

- As the study is done within a limited period, we could not select a large sample for the study.
- The employees were reluctant to give genuine information. They were biased as they are not uninterested.
- The finding made out of the study is applicable only to SOFTORIX Technologies.
- The same finding cannot be generalized and applicable to other related organizations.

* Author for correspondence

4. Scope of the Study

The present world is fast changing and there are lots of pressure and demands at work. These pressures at work lead to physical disorders. Stress refers to individual's reaction to a disturbing factor in the environment. Hence this study would help the organization to know the factors of stress and to reduce the stress among the employees.

The study is conducted to study the stress level and its management among the employees of Softorix Technologies. This study is focused on the manufacturing sector and the study is restricted to the industry. It may be found to be a pre work for further stress related studies in the similar kind of manufacturing company.

5. Research Methodology

The type of research carried out for this project is Descriptive in nature.

5.1 Sampling Plan

Sampling technique: Convenient sampling
Sample size: Sample size chosen for this study is 120.

5.2 Statistical Tools

The information gathered is analyzed by using the following appropriate tools such as:

- Percentage Method.
- Chi-Square.
- t-test.

Table 1. Respondents level of agreement on considerable stress

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	6	5
Agree	26	21.67
Neutral	34	28.33
Disagree	38	31.67
Strongly disagree	16	13.33
Total	**120**	**100**

5.2.1 Inference

The above table shows 31.67% of the respondents have agreed on considerable amount of stress and 28.33% of them have no say on considerable stress.

Table 2. Respondent's level of agreement on meeting job demand

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	8	6.67
Agree	56	46.67
Neutral	46	38.33
Disagree	8	6.67
Strongly disagree	2	1.66
Total	**120**	**100**

5.2.2 Inference

The above table shows 46.67% of the respondents agree in meeting their job demand and 38.33% of them are neutral in their agreement in meeting their job demand.

Table 3. Respondents level of agreement on work monotony

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	6	5
Agree	40	33.33
Neutral	28	23.33
Disagree	32	26.67
Strongly disagree	14	11.67
Total	**120**	**100**

5.2.3 Inference

The above table shows 33.33% of the respondents agree that their work is monotonous and 26.67% of them disagree this statement.

Table 4. Respondents level of agreement on inadequate training

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	14	11.67
Agree	52	43.33
Neutral	38	31.67
Disagree	14	11.67
Strongly disagree	2	1.66
Total	**120**	**100**

5.2.4 Inference

The above table shows 75% of the respondents agree in insecure working environment and 13.33% of them strongly agree in insecure working environment.

Table 6. Respondents' level of agreement on feeling exhausted at the end of the day

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	4	3.33
Agree	54	45
Neutral	42	35
Disagree	16	13.34
Strongly disagree	4	3.33
Total	**120**	**100**

5.2.5 Inference

The above table shows 45% of the respondents feel exhausted at the end of the day and 35% of them are neutral in this statement.

Table 7. Respondents level of agreement on emotional training by work

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	22	18.33
Agree	70	58.33
Neutral	6	5
Disagree	16	13.34
Strongly disagree	6	5
Total	**120**	**100**

5.2.6 Inference

The above table shows 58.33% of the respondents agree that they are emotionally trained from work and 38.33% of them strongly agree in this statement.

Table 8. Respondents level of agreement on mood swings as a result of work pressure

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	26	21.67
Agree	20	16.66
Neutral	24	20
Disagree	36	30
Strongly disagree	14	11.67
Total	**120**	**100**

5.2.7 Inference

The above table shows 30% of the respondents disagree in work pressure and 21.67% of them strongly agree in this statement.

Table 9. Respondents level of agreement on passing their stress to their team

Level of Agreement	No. of Respondents	Percentage
Strongly Agree	2	1.67
Agree	14	11.66
Neutral	42	35
Disagree	54	45
Strongly disagree	8	6.67
Total	**120**	**100**

5.2.8 Inference

The above table shows 45% of the respondents disagree in passing their stress to their team and 35% of them are neutral in this statement.

Table 10. Response on conduct on stress management course

Particulars	No. of Respondents	Percentage
Oxygen/ Fresh air parlours	0	0
Massage parlours	0	0
Gymnasiums	22	18.33
Yoga	50	41.67
Others	48	40
Total	**120**	**100**

5.2.9 Inference

The above Table shows 41.67% of the respondents attended yoga classes and 40% of them attended others courses.

6. Statistical Analysis-Chi Square Test

6.1 Null Hypothesis (H_0)

There is no association between the age of the respondents and level of agreement on the mood swing caused due to work pressure.

6.2 Alternative Hypothesis (H_1)

There is association between the age of the respondents and the work pressure due to their mood swing.

6.2.1 Interpretation

Since the P-value is less than 0.01. Alternative Hypothesis is accepted at 99% confidence level. So there is association

Table 11. Age of the respondents' vs. level of agreement on the mood swings caused due to work pressure

	Level of Agreement On The Mood Swings Caused Due To Work Pressure					
AGE	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	TOTAL
<30 years	4(0.8)	0(0.6)	0(0.8)	0(1.2)	0(0.4)	**4**
31-40	16(15.6)	12(12.0)	20(14.4)	18(21.6)	6(8.4)	**72**
41-50	6(8.6)	8(6.6)	4(8.0)	14(12.0)	8(4.6)	**40**
>50	0(0.8)	0(0.6)	0(0.8)	4(1.2)	0(0.4)	**4**
Total	**26**	**20**	**24**	**36**	**14**	**120**

Where Chi-Square value = 16.535

P value = 0.005

between the age of the respondents and the mood swing due to their work pressure.

6.2.2 T-Test

6.2.2.1 Null Hypothesis (H_0)

There is no significant difference between the gender on level of agreement on the work and interpersonal relationship parameters.

6.2.2.2 Alternative Hypothesis (H_1)

There is significant difference between the gender on level of agreement on the work and interpersonal relationship parameters.

Table 12. Gender of the respondents and their level of agreement on Work and Interpersonal Relationship

Gender	Mean	Standard deviation	Standard error difference	T value	P value
74	46.50	4.950	2.172	2.348	0.034
46	41.40	1.517	3.565		

6.2.3 Interpretation

Since the P-value is less than 0.05. Alternative Hypothesis is accepted at 95% confidence level. So there is significant difference between the gender on level of agreement on the work & interpersonal relationship parameters.

7. Findings of the Study

- That their mood swings as a result of work pressure.
- 45% of the respondents disagree in passing their stress to their team.
- 50% of the respondents disagree in decision making difficulties.
- 58% of the respondents disagree and 26% of the respondents strongly disagree that they are depressed when they meet organizational requirements.
- 76% of the respondents agree that they are not able to maintain their family after the working hours.
- 65% of the respondents agree that they are able to receive good support from their family members.
- 60% of the respondents attended the stress management programs conducted by SOFTORIX Technologies.
- There is significant difference between the age of the respondents and the satisfaction level of the respondent's considerable stress.
- There is significant difference between the experience of the respondents and their satisfaction in meeting the demand of their job.
- There is significant difference between the gender on level of agreement on the work & interpersonal relationship parameters.

8. Suggestions

- As the age of respondents influences the stress, employee may be retained with job for more periods.
- As the experience of the respondents influences the stress, top performance may be identified and provided with responsibilities and good designation.
- The greatest source of stress is the work place demand.
- The physical requirements, heavy work load, insecure working environment influences the employee stress.
- The management may consider about providing transportation facility to the employees which will serve as a stress relief factor and which they feel as a need for the time.

9. Conclusion

In the study an attempt has been made by the researcher to study the perception on the employees stress in SOFTORIX Technologies, Chennai. The various issues relating to the aspect of the study has been made and

effectively dealt with and suitable solutions have made to overcome the employees stress.

The following factors were found to have a close relationship with the employee stress age, education, gender, work load, human relation, relationship with peers and colleagues and physical requirements.

The researcher hopes that his attempt would serve a useful purpose, further it is felt that the study would pave way for further research on the same or related issues.

10. References

1. Mamoria CB. Personnel Management. S. V. Ganker Himalaya publishing houses.
2. Jaikumar S, Ramaswamy S, Asokan BR, Mohan T, Gnanavel M. Anti-ulcer activity of methanolic extract of Jatropha curcas (Linn.) on Aspirin-induced gastric lesions in wistar strain rats. Research Journal of Pharmaceutical, Biological and Chemical Sciences. 2010; 1(4):886-97.
3. Sharma DD. Marketing Research. 8th ed. Sultan Chand and Sons.
4. Niranjan U, Subramanyam RBV, Khanaa V. Developing a web recommendation system based on closed sequential patterns. Communications in Computer and Information Science. 2010; 101:171-9.
5. HRM review, high performing organization, the SOFTORIX Technologiesai. University Press; 2005 May.
6. Sharmila S, Jeyanthi Rebecca L, Saduzzaman M. Biodegradation of domestic effluent using different solvent extracts of Murraya koenigii. Journal of Chemical and Pharmaceutical Research. 2013; 5(2):279-82.
7. Kotler P. Marketing Management. 11th ed. Prentice Hall.
8. Kumar SS, Rao MRK, Balasubramanian MP. Anticarcinogenic effects of indigofera aspalathoides on 20-methylcholanthrene induced fibrosarcoma in rats. Research Journal of Medicinal Plant. 2011; 5(6):747-55.
9. Umashankran. Research Methodology for Business. John Wiley and sons; 2003.
10. Beula Devamalar PM, Thulasi Bai V, Srivatsa SK. Design and architecture of real time web-centric tele health diabetes diagnosis expert system. International Journal of Medical Engineering and Informatics. 2009; 1(3):307–17. ISSN: 1755-0661.