

A STUDY ON STRESS MANAGEMENT IN EMPLOYEES AT BESCAL STEEL INDUSTRY AT CHENNAI

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ABSTRACT

This paper examines the level of stress management among nationalized bank employees, Nagapattinam District. Further, this study explores the level of effect personal factors on stress management. The stress management is measured by using the different dimension of respectful and responsible behaviour, managing and communicating work, managing individual in a team and managing difficult situations. Stress can be defined as a reaction to a stimulus that disturbs our mental balance.

It has its existence in everybody's life nowadays. Stress refers to the strain from the conflict between our external environment, leading to emotional and physical pressure.

Keywords: Communication, dimension of work, team management, balance of pressure.

INTRODUCTION

The word, —stress has been gotten from the Latin Word, —Stringer which intends to draw tight. The term is utilized to allude to difficulty, strain, misfortune or torment. Different terms have been interchangeably utilized with pressure like tension, disappointment, struggle, pressure, etc. Each individual has his/her own comprehension of stress. Since all interest of flexibility do bring out the pressure wonder.

Stress is just the body's non – explicit reaction to any request made on it. Stress isn't by definition inseparable from apprehensive pressure or nervousness. Stress gives the way to communicate gifts and seek after bliss. It can likewise cause weariness and ailment, either physical or mental, cardiovascular failure or mishaps. The significant thing to recall about pressure is that specific structures are ordinary and fundamental. The aftereffect of proceeding with pressure may on the grounds that disturbance is at least one of the accompanying spaces of wellbeing, physical, passionate, otherworldly and social.

REVIEW OF LITERATURE

Mathew (1993): Stress has an assortment of importance to individuals in the working environment. To the creation chief in a substance plant, it very well might be the strain of missing the delivery date of an enormous request for a significant client. To the business chief, it very well might be disappointment related with the powerlessness to obtain adequate momentary credits to cover the working necessities, etc.

D'Souza (1993): Today's chiefs not just live and work at a quicker speed yet in addition should likewise manage vulnerability and change. They need viable techniques for adapting to the sort of pressure that influences anybody in administrative roles. Individuals famously distinguish overseeing chiefs or CEOs as those generally defenceless to stress and sickness. Nonetheless, individuals at all degrees of the board wind up presented to practically identical pressing factors.

Jha (1988) in his examination on „Jobs Stress and Employee Strain in India Executives clarifies the example of anxiety in three work gatherings, specifically creation, staff and information handling divisions in an association. Results showed that work future vagueness had adverse consequence on work fulfilment in every one of the three gatherings. The patten of pressure in

the three gatherings was diverse among various degrees of the board. Among various degrees of supervisors, the middle level chiefs played more part uncertainty than others.

Reddy and Ramamurthi (1991) in their examination on 'The Relation between Stress Experience at work Age, Personality and General capacity' broke down the impact of age, character and general capacity of the person in the impression of stress. It was tracked down that age impacted the view of pressure. There was truth to be told, exceptionally restricted commitment of character and general capacity of the person to the force of pressure insight of the person.

Singh and Sehgal (1995) in their examination on 'Men and Women in Transition: Patterns of Stress, Strain and Social Relations' feature the examples of anxiety among people just as single- and double vocation couples. They tracked down that male and female chief didn't vary altogether on different pressure measurements. Distinction in sex was anyway found in strains.

Shah (2003) in his investigation on Role Stress in the Indian Industry: A Study of Banking Organizations depicts sufficient clarification of stress, and its temperament, measurements, causes, indications and adapting up procedures. It was seen that the majority of the representatives experience medium to undeniable degree of stress at work. Job stagnation, insufficiency of job authority and job disintegration is similarly high-appraised measurements of occupation stress.

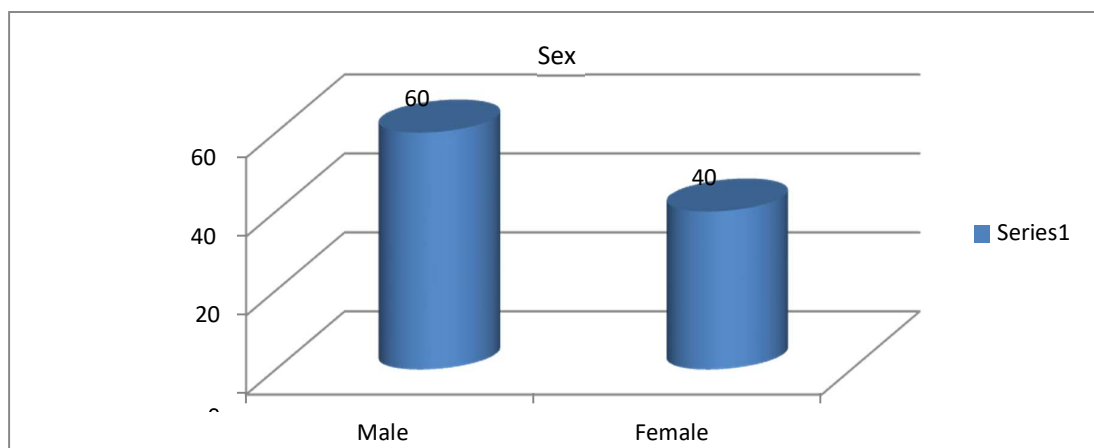
TABLES AND CHARTS [DATA ANALYSIS AND INTERPRETATION]

TABLE – 1

SEX	NO OF RESPONDENTS	PERCENTAGE
MALE	60	60%
FEMALE	40	40%
TOTAL	100	100

INTERPRETATION

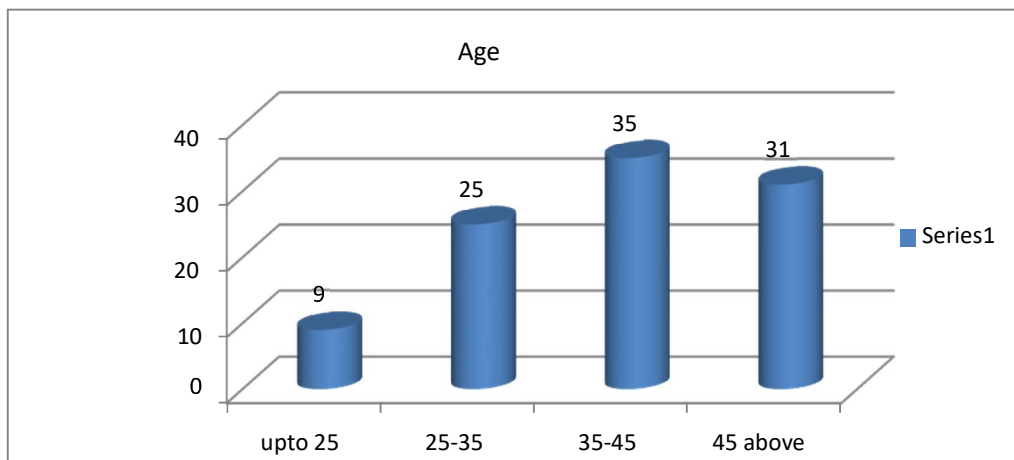
Among the four age categories, nine respondents (9%) are under the age of 25, and nine respondents (9%) are between the ages of 25 and In the 25-35 age group, 25% of respondents, while 35% are in the 35-45 age group, and 31% are in the 45+ age group.

Figure 1. Graph representing gender of the employee**TABLE 2**

AGE	NO.OF RESPONDENTS	PERCENTAGE
UPTO 25	10	9
25-35	20	25
35-45	30	35
45 ABOVE	40	31
TOTAL	100	100

INTERPRETATION

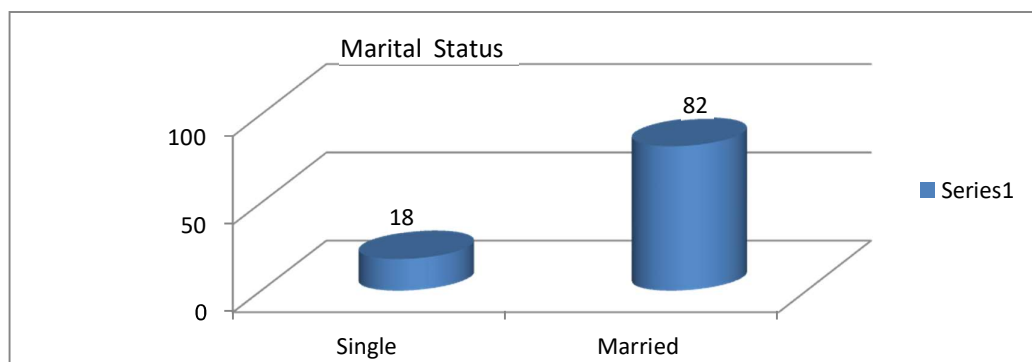
There are a total of 100 respondents, including 18 singles and 82 married people. According to the survey, 18% of respondents are single while 82% are married.

Figure 2. Graph representing age of the employee**TABLE 3**

MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE
SINGLE	50	18
MARRIED	100	82
TOTAL	150	100

INTERPRETATION

It is estimated that 100 people took part in the survey, with 44 members of a joint family and 56 members. The percentage of responders from joint families and nuclear families is 44 % and 56 %, respectively.

Figure 3. Graph representing Marital status of the employee

CONCLUSION

- Stress is an unavoidable feel which can't be killed from a living creature's everyday life, except the degree of stress gets changed from one person to other dependent on the climate.
- Stressors in any structure level are fit for making an evil impact to any living creatures. Henceforth any species in this mother earth for can't be prohibited from this current nature's hypothesis.
- By overseeing both outer and inside presented pressure, over the workers utilizing great mental a few methods, the planned outcomes can be evoked. In positions where fixation is an uncommon ware, there are different answers for making the times of stream that support great execution.

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