



A STUDY ON WORK LIFE STRESS AMONG EMPLOYEES OF HCL IN MADURAI CITY

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ABSTRACT:

Stress levels have increased recently in many areas of life, but especially at work. Organizational stress is a common occurrence with significant practical and financial ramifications. Numerous studies have been carried out to investigate the effects of different job stressors (i.e., insufficient compensation, rigid work schedules, personal problems, little control over the workplace and bureaucratic management structure, excessive workload, career opportunities and physical surroundings, management style and job enrichment, rewards and job security, and so on) on workers' productivity and job satisfaction, among other factors.

KEYWORDS:

STRESS, HCL, WORK LIFE, EMPLOYEES, WORKPLACE.

1.1 INTRODUCTION

As per Luthans, stress is more than just anxiety because anxiety only functions in the emotional and psychological domain, but stress also occurs in the physiological domain. While nervous tension can be a byproduct of stress, stress itself is not the same as nervous tension. Stress has been shown by unconscious people, and some people do not show stress via tense muscles. These authors came to the opinion that the world, especially the workplace and business sector, has become more and more vulnerable to forces that change quickly. These forces include increased competition, the importance of quality, advancement, and a quickening pace of commerce. The demands placed on employees grew correspondingly rapidly, which caused employees to stretch.

1.2 REVIEW OF LITERATURE

The term stress was first employed in a biological context by the endocrinologist Hans Selye in the 1930s. He later broadened and popularized the concept to include inappropriate physiological response to any demand. In his usage stress refers to a condition and the stressor to the stimulus causing it. It covers a wide range of phenomena from mild irritation to drastic dysfunction that may cause severe health breakdown.

According to Robbins (2004), stress is a dynamic condition in which an individual is confronted with opportunity, constraint or demand related to what he desires and for

which the outcome is perceived to be both uncertain and important. From this definition one can say that stress is not necessarily bad, it also has a positive value when it offers potential gain. Moorhead and Griffin (1998) also defined stress as a person's adaptive response to a stimulus that places physical and psychological demands on a person.

1.3 STATEMENT OF THE PROBLEM

A stressful scenario is one that causes bad thoughts and feelings in an individual. Not everyone experiences the same negative thoughts and feelings when under stress, nor does every circumstance elicit stress in the same way.

1.4 OBJECTIVES OF THE STUDY

- 1) To determine factors that cause stress among employees
- 2) To find out the outcomes and consequences of stress on personal health of employees
- 3) To suggest suitable techniques to reduce stress among the employees and stress management
- 4) To examine the relationship between work-related stress and health problems of employees

1.5 RESEARCH DESIGN

This research was a survey of society. We are looking into a particular segment of the population that is under

duress, just like in our study. It takes a scientific approach to this.

1.5.1 NATURE OF STUDY

To know about the nature of stress factors which determine the stress life among employees.

1.5.2 SOURCE OF DATA

This study is based on the primary data & secondary data for commercial advertising among employees.

PRIMARY DATA

Primary data was collected by means of a self-administered structured questionnaire; field survey was employed to collect the primary data from the selected 75 respondents. Respondents with varying backgrounds were selected based on the important demographic aspects like age, gender, educational qualification, occupation and income level for this study.

SECONDARY DATA

The secondary data used in this study were collected from the national and international journals, newspapers, magazines, articles and other records. Websites were also used to collect some statistical information. A number of standard textbooks in the area of marketing, advertising and mass communication were also referred to present the theoretical perspective.

1.5.3 SAMPLE DESIGN

In this specific study, quota sampling was used as the sample design. Because strata are created based on occupation, such as the IT and non-IT sectors, the items chosen from the strata were chosen based on subjective evaluation. In other words, it was a non-probability sampling.

1.5.4 SAMPLE SIZE

The number of observations utilized to calculate the estimates for a certain population is known as the sample size. The population has been used to determine the sample size. The process of choosing a portion of the population to estimate the characteristics of the entire population is known as sampling. to collect public feedback in order to understand the issues surrounding the usage of 75 surveys for commercial advertising.

1.6 DATA ANALYSIS

TABLE 1

MAJOR CAUSE OF JOB STRESS FOR EMPLOYEE

JOB STRESS REASON	FREQUENCY	PERCENTAGE
Nature of job & responsibility	38	51%
Physical work Environment	2	3%
Personal health issue	7	10%
Volume of work	14	18%

Any other cause	14	18%
Total	75	100%

Source: Primary Data

Table 1 shows that out of 75 respondents 38 employee's respondents feels that the most prevalent cause of their stress is nature of job and responsibilities associated with job, and 14 employees stated that their cause of job stress is volume of work and 7 employees said that the because of their own person health issue they feel more work stress where else only 2 employees put physical environment of the work place the cause of their stress and remaining 14 said there other causes for the job stress.

CHART 1

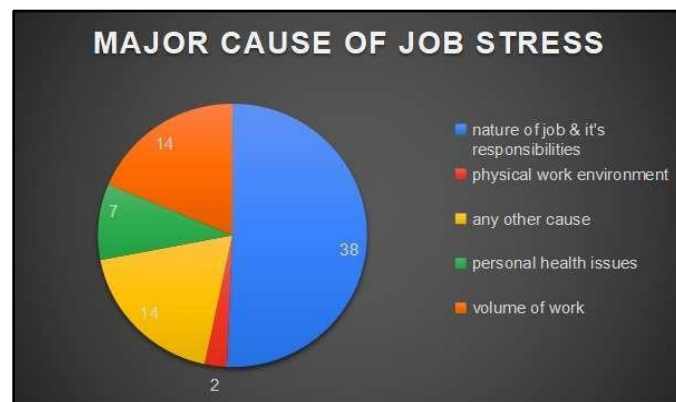


TABLE 2

BEST STRESS RELIEF METHOD

STRESS RELIEF METHOD	FREQUENCY	PERCENTAGE
Entertainment	39	52%
Yoga/meditation	22	30%
Social support network	13	17%
Counselling session	1	1%
Supportive pills	0	0%

Source: Primary Data

Table 2 shows that respondents were asked about the best stress relief method according to them one should go for. So Entertainment was the most suggested relief method as it is supported by 39 of our respondents. The second most suggested stress relief method is yoga and meditation as this gets 22 votes and our third recommended relief method is social support network with 13 votes and 8 respondents suggested counseling sessions whereas no one was in favor of taking supportive pill as a stress relief method

CHART 2

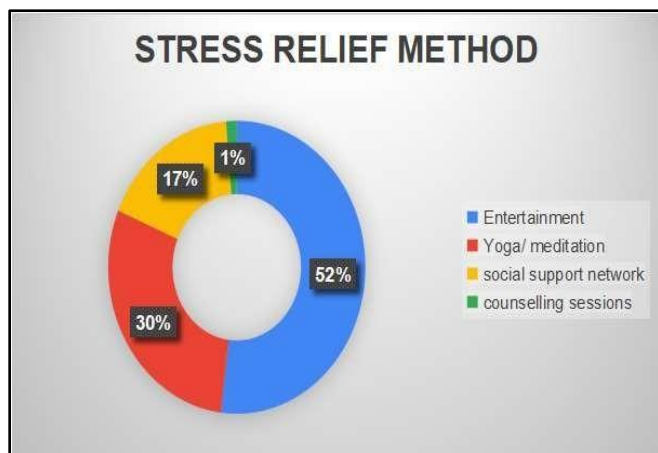


TABLE 3

WORKPLACE HARASSMENT

WORKPLACE HARASSMENT	FREQUENCY	PERCENTAGE
Never	28	37%
Some Times	21	28%
Often	3	4%
Rarely	22	30%
Always	1	1%
Total	75	100%

Source: Primary Data

Table 3 shows a 75 respondents 28 number of employees that is 37% have never faced any kind of personal harassment in form of unkind words or behavior and 22 employees said that its rarely happen to them. Where else 21 employees feel that they have to face workplace harassment sometimes. Three of the respondents explained that they are often harassed at work and in our survey we have come across one respondent who told that he is harassed at his workplace always.

CHART 3

**1.7 FINDINGS**

- Most of them mentioned that the most cause of stress because of the Nature of job and its responsibilities
- Most of them were chosen Yoga/Meditation for stress relief
- Most of them were said that they never has been harassed in work and some of them said that they had experienced sometimes

1.8 CONCLUSION

Work push could be issue in all sorts of occupations and occupations. As per our overview we come to know that work environment push isn't as it were for fresher's or most experienced representatives but workplace stretch is an issue for all in common. The finest push alleviation strategy for representatives is excitement. Companies got to concentrate more on tackling employee's grievance.

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