

## **Occupational Stress Among Ford Employees – Chennai**

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### **ABSTRACT**

These are stressors arising from the individual characteristics of the workers themselves. One of such is the Type a personality or Type Behavioral pattern which research has shown is characterized by excessive drive and competitiveness, a sense of urgency, impatience and underlying hostility (Friedman and Rosenman, 1974; Rosenaman, 1978). Workers with this personality type have been found to experience or report higher stress than other personality types, e.g. Type B, under the same workload (Kirmeyer, 1988; Payne et al, 1988).

### **1. INTRODUCTION**

Human Resource is the major asset to any kind of organization. Such Human Resources should get themselves to be involved in their work to develop the organization. In the Human resources, Stress has become a part and parcel of human life affecting the health of both, the employee and the organization. In very simple words, Stress refers to an individual's reaction to a disturbing factor in the environment. Stress is strain, force, tension, emphasis, difficulty, break down, anxiety, depression. A man's life today faces all sorts of challenges and obstacles that hamper his normal functioning, and most of the times, the pressure is too hard to handle. When we are expected to meet the changing demands, we undergo stress.

### **FACTORS /SOURCES OF JOB STRESS:**

Generally, Job stress can arise from either the environment of work i.e. organizational or situational stress or from the characteristics of the workers themselves i.e. dispositional stress (Riggio, 2003).Organizational Stressors: Some sources of organizational stress include;

- Work-related factors
- Job or Role ambiguity
- Role conflict
- Organizational Structural Factors
- Interpersonal stress
- Organizational change.

### **PROBLEM IDENTIFICATION:**

Generally in Iron & Steel Manufacturing industry the stress is a major factor to reduce the employees' level of involvement to fulfill the objectives of the management like, low involvement on satisfying and delighting the customers. The stressful employees may not fulfill the objectives.

It may affect the industry's mission and vision statement. So the management needs to identify the level of stress among the employees and to reduce it.

### **NEED OF THE STUDY**

Stress is usually negative terms. It is thought to be caused by some bad. There are many sources/causes of Job stress are available which affects the employee working in the organization & also the organization. It is very important to measure the stress level among the employees and to identify the factors responsible for stress in order to lessen its impact on employees work. Now a day's most of the person was severely attached by stress. The people those who works in the Private sector& Mixed Government is especially affected by this stress due to their management & other people implication. The Researcher do this project to the needy people those who need remedy from stress.

### **2. OBJECTIVES OF THE STUDY**

- To find out the impact of stress on job performance.
- To find out the employee's capability to manage stress.

### **3. METHODOLOGY**

The study was based on primary data collected from 50 samples respondents In this research study, Systematic sampling has been used for selecting the population members who are good accurate information. Structured questionnaire were distributed among the employees. The Descriptive research has been used in this study, which includes survey and fact findings of different kinds. The Data which are obtained from Books, Magazines, and Publications& Websites are considered as Secondary Data.

**TABLE: 1**  
**COMMUNALITIES**

<b>FACTORS</b>	<b>INITIAL</b>	<b>EXTRACTION</b>
Job stressful	1.000	.502
Physical working conditions	1.000	.836
Equipment failed	1.000	.762
Technological change	1.000	.705
Role conflict	1.000	.660
Role confusion	1.000	.654
More responsibilities	1.000	.749

**Source:** primary data.

It is inferred from the above table that these are the factors responsible for stress in an organization. From these factors, the most important factors are ascertained as Physical working conditions, Equipment failure, &more responsibilities in Job. Because these factors are leads to more stress compare to other factors.

**ANOVA  
STRESS LEVEL SCORE**

<b>PARTICULARS</b>	<b>SUM OF SQUARES</b>	<b>DF</b>	<b>MEAN SQUARE</b>	<b>F</b>	<b>SIG.</b>
Between Groups	203.962	3	67.987	2.739	.054
Within Groups	1141.818	46	24.822		
Total	1345.780	49			

It is inferred from the above table that the null hypothesis is rejected, because the significant value is equal to 0.05. So, there is significant relationship between Age & Stress Level score. In this mean plot. Below Age-25 have low stress level & it increases gradually to Age 45-55.

**TABLE: 2  
TABLE REPRESENTING DESIGNATION \* STRESS MANAGEMENT SCORE  
STRESS MGT. SCORE**

<b>PARTICULARS</b>	<b>N</b>	<b>MEAN</b>	<b>STD. DEVIATION</b>	<b>STD. ERROR</b>	<b>95% CONFIDENCE INTERVAL FOR MEAN</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>
					<b>Lower Bound</b>	<b>Upper Bound</b>		
Supervisor	30	8.2000	1.29721	.23684	7.7156	8.6844	5.00	10.00
Executive	2	8.5000	.70711	.50000	2.1469	14.8531	8.00	9.00
Fitter	11	8.3636	.92442	.27872	7.7426	8.9847	6.00	9.00
Operator	4	10.0000	.81650	.40825	8.7008	11.2992	9.00	11.00
Clerk	2	9.5000	.70711	.50000	3.1469	15.8531	9.00	10.00
Lab in charge	1	8.0000					8.00	8.00
<b>Total</b>	<b>50</b>	<b>8.4400</b>	<b>1.23156</b>	<b>.17417</b>	<b>8.0900</b>	<b>8.7900</b>	<b>5.00</b>	<b>11.00</b>

**Source:** primary data

**Ho:** There is no significant relationship between Designation & Stress Management Score  
**H1:** There is significant relationship between Designation & Stress Management Score

**ANOVA  
STRESS MGT.S SCORE**

<b>PARTICULARS</b>	<b>SUM OF SQUARES</b>	<b>DF</b>	<b>MEAN SQUARE</b>	<b>F</b>	<b>SIG.</b>
Between Groups	13.975	5	2.795	2.038	.092
Within Groups	60.345	44	1.371		
<b>Total</b>	<b>74.320</b>	<b>49</b>			

It is inferred from the above table that the null hypothesis is rejected (90% confidence level). So, there is significant relationship between Designation & Stress Level score. In this mean plot, Operator has more stress management score compared to other Designation.

**4. FINDINGS**

1. 62% of the respondents are agreed about Feeling Stress in Physical Working Conditions.
2. 50% of the respondents are agreed about Failure of Equipment, leads to stress.
3. 46% of the respondents are agreed about more responsibilities, leads to stress.
4. 54% of the respondents are agreed about stress leads to Job Dissatisfaction.
5. 64% of the respondents are agreed about stress leads to Absenteeism.
6. Below Age-25 have low stress level & Age Group 45-55 have more stress level.
7. Supervisors have more stress level compared to other Designation.
8. Operators have more stress management compared to other Designation.

**5. CONCLUSION**

FORD, Chennai is an ISO 9001: 2000 Certified Company are involved in the production of reinforcement of TMT (Thermo Mechanically Treated) and CTD (Cold Twisted Deformed Bars) steel bars in the brand name of FORD, Chennai. The Company has good interpersonal communication between the management & the employees. And there is a good relationship maintained among the employees. The Stress is an unavoidable factor in everyone's life in this world. But everyone has the ability to overcome the stress. So the management can concentrate on conducting stress management programs to reduce the stress among the employees. It will help the employees to fulfill the management objectives by satisfying and delighting the customers.

**6. REFERENCES**

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