A Study on Stress Management with References of SOFTORIX Technologies

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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.
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 (H₀)
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 (H₁)
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
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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

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