

A Study on Causes of Occupational Stress at Small Scale Manufacturing Units in Selected Industry of South Gujarat

Ms. Charmi R Kothari* and Dr. Rashvin Tailor**

Abstract:

Stress management refers to the procedure of various methods to manage a person's intensity of stress, especially never-ending stress, to develop smooth functioning of the person. The main purpose of this paper is to study the stress management practices adopted by small scale manufacturing units, analyze the factors influencing stress. The sample size of 107 employees of selected from various small scale manufacturing units in selected industry of South Gujarat. The primary data was collected through questionnaire. Analysis was done by using Chi-square. The result of the study proves that the employees of various ages have no significant difference of feeling stress at workplace; it does have impact on the level of stress among the employees on age. This result proves that age of the employees have significant impact on the level of stress among the employees.

Keywords: *Stress, job stress, small scale units.*

1. Introduction

Stress management refers to the usage of various methods to manage a person's intensity of stress, especially never-ending stress, to develop smooth functioning of the person. Stress causes countless physical and mental symptoms based on each individual's situation in life. These include physical health decline, depression and so on, Management Stress is one of the key to a content and thriving life in recent people.

2. Stress at Work

Stress has become a part of work life. Corporate have started to lay emphasis on positive stress in organization to keep up the tricky work culture. The challenges in organization such as the latest technology updating, targets and sometimes even structure of the organizations' causes stress. Absenteeism and work reflects the stress level of an organization. Stress affects an individual and organization as a whole. High rate of absenteeism, increased staff turnover, poor safety record, worsening customer relations, or degrading the quality control found in an organizational suffers from stress.

3. Review of Literature

Viljoen, J.P and Rothmann, S revealed that stress caused ill health. This also affected the organizational commitment among employees. Stress is about job security influenced to both physical and psychological ill health. Work life balance, overload, job aspects, control, and pay caused low level of commitment also lead to get stress.

Schmidt et.al., evaluated the presence of occupational stress among the nursing professionals working in surgical settings to investigating their relationship.

Li-fang Zhang suggested that controlling the self-rating abilities of the participants, the conducive conceptual change in teaching approach and their role of insufficiency predicated that the conceptual change in teaching strategy is negative.

Kayoko Urakawa and Kazuhito Yokoyam found the adverse effects on mental health due to the job demand and job stress which was positively associated with the sense of coherence (SOC). It is an important factor for determining the coping ability over the job stress for both the genders

Connolly et.al., commented that work related stress such as demand, support, control, role, relationships

* Student Srimad Rajchandra Institute of Management, Uka Tarsadia University Barodli, Gujarat

** Assistant Professor, Srimad Rajchandra Institute of Management, Uka Tarsadia University Barodli, Gujarat

and change can be analyzed by examining overall levels of psychological strain, job satisfaction, and the psychosocial working conditions.

4. Research Methodology

Objectives of the Study

1. To analyze the factors influencing stress among the employees.
2. To study the association between age and level of stress among the employees.

Research Design

Descriptive research design was adopted for the study.

Sampling Design

Sampling design adopted was non probability convenience sampling method.

The sample size of 110 employees selected from various small scale manufacturing units. The primary data was collected through questionnaire total of 110 questionnaire were distributed out of this 107 were used for analysis. The secondary data was collected from books, journals and websites

Hypothesis

Ho: There is no significant association between age and factors causing occupational stress.

Ha: There is significant association between age and factors causing occupational stress.

5. Data Analysis and Interpretation

Rigorous crosstab and Person Chi-Square Test was done on each of the factors which cause occupational stress.

Crosstab between Age and Feeling Long hours.							
Age	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total	Pearson Chi-Square
18-25	2	13	9	0	0	24	0.287
26-35	4	22	25	0	0	51	
36-45	0	10	9	0	0	19	
45 & Above	0	3	10	0	0	13	
Total	6	48	53	0	0	107	

Crosstab between Age and Feeling Heavy workload							
Age	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total	Pearson Chi-Square
18-25	5	13	6	0	0	24	0.108
26-35	15	26	10	0	0	51	
36-45	4	7	8	0	0	19	
45 & Above	0	6	7	0	0	13	
Total	24	52	31	0	0	107	

Crosstab between age and frequent changes within the organization							
Age	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total	Pearson's Chi-Square
18-25	0	0	11	13	0	24	0.000
26-35	0	11	23	17	0	51	
36-45	0	0	0	19	0	19	
45 & Above	0	0	0	13	0	13	
Total	0	11	34	62	0	107	

Crosstab between age and Work dead line is short							
Age	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total	Pearson Chi-Square
18-25	0	0	10	14	0	24	0.000
26-35	0	0	10	33	8	51	
36-45	0	0	0	8	11	19	
45 & Above	0	0	3	7	3	13	
Total	0	0	23	62	22	107	
Crosstab between age and Frequent Changes to duties.							
Age	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Pearson Chi-Square
18-25	1	1	15	7	0	24	.0740
26-35	0	4	36	10	1	51	
36-45	0	4	11	4	0	19	
46 and Above	0	2	7	4	0	13	
Total	1	11	69	25	1	107	
Crosstab between age and Feeling always Job insecurity.							
Age	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total	Pearson Chi-Square
18-25	2	9	13	0	0	24	0.000
26-35	0	12	39	0	0	51	
36-45	0	19	0	0	0	19	
46 and Above	0	13	0	0	0	13	
Total	2	53	52	0	0	107	
Crosstab between Age and Feeling of Lack of autonomy.							
Age	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total	Pearson Chi-Square
18-25	13	9	2	0	0	24	0.009
26-35	11	23	17	0	0	51	
36-45	4	7	8	0	0	19	
Above 45	6	7	0	0	0	13	
Total	34	46	27	0	0	107	
Crosstab between Age and Feeling monotonous work							
Age	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total	Pearson Chi-Square
18-25	1	4	2	17	0	24	0.000
26-35	10	12	2	27	0	51	
36-45	0	15	4	0	0	19	
46 and Above	0		4	9	0	13	
Total	11	31	12	53	0	107	

From the above table it can be said that the factors feeling long working hours, feeling heavy workload and the frequent changes of duty the significance value of Pearson Chi-Square is 0.287, 0.108, and 0.074 respectively are greater than 0.050. So null hypothesis is fail to reject, which means that there is no significant association between age and factors feeling long working hours, feeling heavy workload and the frequent changes of duty.

While the factors frequent changes within the organization, Work dead line is short, Feeling always Job insecurity Feeling of Lack of autonomy, and Feeling monotonous work, the significance value of Pearson Chi-Square is 0.000 and 0.009 respectively which is less than 0.05. So null hypothesis is rejected, which means that there is significant association between age and factors frequent changes within the organization, Work dead line is short, Feeling always Job insecurity Feeling of Lack of autonomy, and Feeling monotonous work.

6. Conclusion

From the research it can be concluded that, it does have impact on the level of stress among the employees on age. This result proves that age of the employees

have significant impact on the level of stress among the employees.

7. References

1. Luthans Fred, Organisational Behaviour, Mc- Graw –Hill New York international edition, (1989).
2. Anand Sharma, Quantitative Techniques for Decision making, 3rd Edition, (2002).
3. Amir Shani, Abraham Pizam, Work-Related Depression among Employees, Cornell Hospitality Quarterly 50 (4) (2000), 446-459.
4. Viljoen J.P., Rothmann S., Occupational stress, ill health and organisational commitment of employees at a university of technology, SA Journal of Industrial Psychology 35(1) (2009), 1-11.
5. Schmidt, Denise Rodrigues Costa, Dantas, Rosana Aparecida Spadoti, Marziale, Maria Helena Palucci and Laus, Ana Maria, Occupational stress among nursing staff in surgical settings, Texto contexto – enferm., 18 (2) (2009), 330-337.
6. Li-fang Zhang, Occupational stress and teaching approaches among employees, Educational Psychology 29 (2) (2009), 203 – 219.
7. Kayoko Urakawa, Kazuhito Yokoyam, Sense of Coherence (SOC) may Reduce the Effects of Occupational Stress on Mental Health Status among Japanese Factory Workers', Journal of Industrial Health 47 (5) (2009), 503-508.
8. Agolla J.E., Occupational Stress Among employee: The Case of Botswana Police Service, occupational Stress Among employee: The Case of Botswana Police Service 3 (1) (2009), 25-35.