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**“A Study on Employees Strain Causes with Special Reference to
Titan Industries Limited, Hosur”.**

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ABSTRACT

This article was carried out the work based on study on employees strain cause. The main objectives of this research are to identify the economic condition and to find out psychological problems of employees, impact of stress factors in employees performance in the company. For this study, the simple random sampling method is to collect the primary data by using structured questionnaire and the data are analyzed by using statistical tools such as percentage method and chi-square test. And weighted average.

Keywords: employees, economic condition, psychological, performance

CHAPTER – I



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1.1 INTRODUCTION ABOUT THE STUDY

The common expression for strain is “tension” one is said to tense, when there is some anxiety, some fear whether for desirable things may happen, whether something may go wrong, etc. It is a state of discomfort felt the mind and experienced by the body, when there is tension, the body may become weak.

ORIGIN OR FOUNDATION OF STRAIN

Management of strain is difficult unless the individual experiencing stress is not aware of the specific causes or sources of stress. As we will soon see, many things/ conditions can cause strain. Conditions that cause strain are called ‘stressors’ or ‘loads’. Various causes of stress are classified into broad categories:

- Environmental
- Organizational
- Group and individual causes or stressors.

Level of strain

There are four basic levels of strain symptoms,

- The first is the normal initial response and its characterized increased heart beat rates, increased blood pressure, dilation of pupils, sweat in palms and reduced activity in the stomach.

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- At the second level, there is more irritability, shuttering and stammering, difficult in concentrating, restless, lack of appetite and tendency to increased smoking or drinking for those habituated.
- At the third level, there would be more headaches, stomachaches, sweating, insomnia, depression ect.,
- The fourth level would characterized ulcer stoke alcoholism, drug addiction, psychosis ect.

Environmental causes:

Environmental factors do also have impact on employee stress. The Environmental factors to which an employee response mainly include things such as fast technological change, family demands and obligations, economic and financial conditions, race caste, class, ethnic identify and relocation and transfers.

Of late, the phenomenon rate of social and technical change also has had its great impact on people's lifestyle which is carried over into their jobs. To mention, while medical science has increased the life span of people by eradicating or reducing the life claiming threats of many dreaded diseases, on the one hand , the modern living style caught up in the rush-rush, mobile, urbanized and crowded has deteriorated the wellness and increased the potential for stress on the job, on the other.

Organizational causes:

Stressors occur not only outside the organization, but within it also, organizational stressors may come in many forms, such as organization policies, procedures, and structure. For



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example, downsizing (reducing the number of employees) is extremely stressful to both employees who lose their jobs and also who remain in the organization.

As a result of downsizing, the remaining workers have been forced to pick up the slack of the workers who have left. For example, a research study found that the percentage of employees suffering from high blood pressure doubled after the company lied of ten percent of its work force.

The reason being the fear of lay off and over burden of work. The long-term sick leave taken by remaining employees doubled after the downsizing. Organizational policies, such as unfair performance evaluation, rotation of work inequality in remuneration and incentives etc. also serve as stressors. There is also research evidence that the difference between perceived actual leadership style and expected leadership style leads to a conflict and dissonance between the managers and subordinators. This conflict and dissonance serves as sources of stress.

Group causes/stressors:

These group stressors' can be categorized into three broad categories.

➤ **Lack of group cohesiveness**

Lack of cohesiveness creates conflict and tension which serve as potential stressors for the employees. According to selye, learning to live which other people in a work setting is one of the most stressful aspects of life.

➤ **Lack of social support**

There is an old saying “misery loves company” with respect to stress, this statement implies that we as the members of group look for support from other co-workers in terms



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of stress or difficulty. If we get this social support we feel much better off. If such support is lacking for an individual an employee, the same can cause stress for him/ her.

➤ **Interpersonal and inter group conflict:**

The Incompatibility in terms of needs and values between co-workers/ colleagues usually creates interpersonal conflict. Likewise, variance in objectives and goals between groups leads to inter-group conflict. Conflict studies indicate that much dysfunctional conflicts can also leads considerable stress for individuals.

Individual causes/stressors:

➤ **Role conflict:**

People play various rules in organization. When people face conflicting demands in discharging their roles, it is called 'role conflict'. When tow roles conflict with each other, it is called 'inter role conflict'.

➤ **Role ambiguity:**

Role ambiguity occurs when employees are uncertain about several aspects of their jobs. (E.g. duties, performance expectations, level of authority and other job conditions). This ambiguity tends to occur when people enter new situations, such as joining the organization or taking a foreign assignment, because they are uncertain about task and social expectations.

➤ **Work load:**

When the phrase “work-related stress” is mentioned, usually people envision scenes in which employees are asked to do more work then they can do in a given period of time.



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This is a case of work overload. In fact, in today's business environment, where downsizing is common, fewer employees are often required to do more work than ever before. This causes stress.

➤ **Life events:**

Life events, such as the death of a spouse, divorce, injury, to one's family members, unwanted pregnancy etc., have dramatic effect on people. This was first studied by Holmes and Rahe, who asked large groups of people to assign arbitrary points (from 1 to 100) to various life events according to how much readjustment each had required.

➤ **Personality traits:**

Personality affects behaviour. Different people possess different kinds of personality. An individual characteristic of personality moderates the extent to which people experience stress. That is why different people experience different levels of stress for the same stressors. Why people experience different levels of stress for the same stressors might be for three reasons:

- ❖ Each of us depending on our self-efficacy perceives the same situations differently. Self-efficacy refers to one's belief that he or she has the ability and motivation to perform the task successfully.
- ❖ Different people have different thresholds of resistance to a stressor.
- ❖ Different people use different coping strategies for the same stressors.

How to reduce strain

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- Many strain can be changed eliminated or minimized. Here, are some things you can do to reduce your level of strain.
- Become aware of our own reaction to strain.
- Reinforce positive self-statements.
- Focus on your good qualities and accomplishments.
- Avoid unnecessary competition.
- Develop assertive behaviors.
- Recognize and accept our limits. Remember that everyone is unique and different.
- Get a hobby or two. Relax and have fun.
- Exercise regularly and take balance diet daily.
- Talk with friends or someone you and trust about our worries/problems.
- Learn to use our time wisely.
- Evaluate how you are budgeting our time.
- Plan ahead and avoid confusion.
- Make a weekly schedule and try to follow it.
- Set realistic goals.
- Set priorities.
- Practice relaxation techniques. For example, wherever you feel tense, slowly breathe in and out for several minutes.

CHAPTER-II



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2.1 OBJECTIVES OF THE STUDY

- To identify the employees strain factors.
- To know about the counseling services provided to the employees.
- To analyze the working condition of the employees.
- To analyze the employee performance based on the level of strain factors.
- To provide the findings and suggestions to control employees strain.

2.2 SCOPE OF THE STUDY

This study on strain management provides an attempt to know the fact of influencing stressor and its impact over the employees opinion, and the study would provide an attempt to monitor the change that causes strain in the organization and suggest some suitable ways to remove stress among the employees in the organization. Further the study on stress management will assist in determining there exists non-cooperation among individuals.

2.2 LIMITATION OF THE STUDY

- ❖ Rating behavior on an appraisal of employee is quite difficult.
- ❖ This study conducted only 150 respondents.
- ❖ The study was conducted in short period of time.

CHAPTER- III

3.1.RESEARCH METHODOLOGY

Research methodology is a systematically solve the research problem. It is necessary to the researcher to know the methodology of the research. The present study depends only upon



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primary data and secondary data collection from employees. In this chapter, the Research methodology followed for carrying out study is explained.

DATA COLLECTION METHOD

There are two types of data, which are used for collecting the information's are,

- ❖ Primary data
- ❖ Secondary data

PRIMARY DATA

Primary data is original and collected by the researcher freshly. In this study primary data was collected through questionnaire. A questionnaire is a popular means of collecting primary data. A questionnaire is a list of question for the own. There are two types namely, a well structured questionnaire with rank order scale and graphic rating scale.

SECONDARY DATA

Secondary data is the data, which is already available. It can be obtained through company records and some data collected from the observation method by the researcher.

RESEARCH DESIGN

The research used descriptive Research design. Descriptive Research design means fact finding one. The researcher used this research design is to find out the fact of respondents attitude and opinion about stress management.

SAMPLING PLAN



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It is the process of obtaining information about an entire population by examining only a part of it. The item selected from the population is known as the sample. The sampling that is adopted for this study is random sampling.

SAMPLING SIZE

The researcher has taken 150 sample have been taken for the study from the organization.

TOOLS USED FOR RESEARCH ANALYSIS

- Simple percentage method
- Chi-square test
- Weighted average method

Simple percentage method

Percentage refers to a special kind of ratio making comparison between two or more data to describe relationship between the data. Percentage can also be used to compare the relative terms, the distribution of two or more serried of data.

Formula

$$\text{Simple Percentage} = \frac{\text{No. of Respondents}}{\text{Total No. of Respondents}} \times 100$$

Chi square test

The quantity χ^2 describes the magnitude of discrepancy between theory and observation (i.e.) it can be known whether a given discrepancy between theory and observation can be attributed, to change or whether it results from the inadequacy of the theory top fix the observed



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facts. The greater value of χ^2 the greater would be the discrepancy between observed and expected frequencies. The formula for computing chi-square test is,

$$\chi^2 = \sum \left(\frac{(O_i - E_i)^2}{E_i} \right)$$

Where,

O – Observed frequency

E – Expected frequency

The calculated value of χ^2 is compared with the table value of χ^2 for given degree of freedom at specific level of significance it is accepted when the calculated value is lesser than tabulated value and rejected when the calculated value is greater than the table value.

WEIGHTED AVERAGE

Mean in which item being averaged is multiplied by a number (weight) based on the item relative important the result is summed and the total divided by the sum of the weights average are used extensively in descriptive statistical analysis such as index number also called weighted mean.

3.2. REVIEW OF LITERATURE

This chapter deals with the review of the previous studies published in books, journal and articles. The conflict between the organizational role and other role, stress is due to the conflicts of not being able to share his time between work and family demands. “strain advisor Dr. Malcom Vandenberg wounded that the first mention of the term stress came in 1955 at a



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conference run by royal society of medicine and now it has got worse”. Leslie Dr. S. Kaplan suggested some ways of coping with stress, which include the following.

- Change the source of the strain.
- Confront the source of the strain.
- Talk about the source of the strain.
- Shift your perspective.
- Learn skills and attitude that make tasks easier and more successful.
- Ignore the source of the strain

KYRIACOU AND SVTCLIFFE’S (1978)

Findings (1978) on employees in the united kingdom revealed that factors of public behaviour were most stressful, including poor working condition, time pressure and rigid organizational others. Job security, employee’s victimization and role conflict were specific problems employees were experiencing.

CLARK (1980)

Found is a study conducted on 391 employees of album that stress was a multinational concept composed of five factors,

- (1) Feeling of professional inadequacy.
- (2) Suspensor relationship.
- (3) Collegial relationship
- (4) group interaction
- (5) job over load



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CHAPTER - IV

DATA ANALYSIS AND INTERPRETATIONS

Statistical Analysis

Aim: To test the relationship between the experience and job responsibility.

Ho; There is no significance relationship between the employee work experience and job responsibility.

H1; There is significance relationship between the employee work experience and job responsibility.

Observed frequency

Experience	Routine work	Result oriented	Growth oriented	Risk oriented	Total
Below 5 years	6	20	6	1	33
5-10 years	2	12	17	7	38
10-15 years	1	23	10	2	36
Above 15 years	3	26	11	3	43
Total	12	81	44	13	150

Expected frequency

Experience	Routine work	Result oriented	Growth oriented	Risk oriented	Total
Below 5 years	$33 \times 12 / 150 =$	$33 \times 81 / 150 = 17$	$33 \times 44 / 150 = 9.6$	$33 \times 13 / 150 = 2$	32.8

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	2.6	.8		.8	
5-10 years	$38*12/150=3.0$ 4	$38*81/150=20$.5	$38*44/150=11.$ 1	$38*13/150=3$.2	37.8
10-15 years	$36*12/150=2.8$	$36*81/150=19$.4	$36*44/150=10.$ 5	$36*13/150=3$.1	35.8
Above 15 years	$33*12/150=3.4$	$43*81/150=23$.2	$43*44/150=12.$ 6	$43*13/150=3$.7	42.9
				Total	150

O	E	O-E	(O-E) ²	(O-E) ² /E
6	2.6	3.4	11.56	4.44
20	17.8	2.2	4.84	0.27
6	9.6	-3.6	12.96	1.32
1	2.8	-1.8	3.24	1.15
2	3.04	-1.04	1.08	0.35
12	20.5	-8.6	72.25	3.52
17	11.1	5.9	34.81	3.13
7	3.2	3.8	14.44	4.51
1	2.8	-1.8	3.24	1.1
23	19.4	3.6	12.96	0.66
10	10.5	-0.5	0.25	0.023
2	3.1	-1.1	1.21	0.39

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3	3.4	0.4	0.16	0.047
26	23.2	2.8	7.84	0.33
11	12.8	-1.6	2.56	0.20
3	3.7	-0.7	0.49	0.13
				21.65

= (R-1) (C-1)

= (4-1) (4-1)

= (3) (3)

= 9

Table value for 9 d.f. at 5% level = 16.92

Result: Ho is rejected calculated value > table value and There is a significance relationship between the employee work experience and Job responsibility.

CHAPTER - V

5.1 FINDINGS

- 76.6% of the respondents are in the 21-30 age categories.
- 80% of the respondents have a Male categories.
- 44% of the respondents have a PG categories.
- 30% of the respondents 21000 - 25000 earn a salary.
- In this concern (49.31%) of workers are having below 5 years experience.
- 54% of the respondents describe the job responsibility in result oriented.

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- 83.3% of the respondents little pressure on the attitude level.
- 61.3% of the respondents satisfied with the shift timing.
- People say that their work load (82.6%) impact of health.
- 90% of the respondents feel stress will affect the psychological ability.
- 36.6% of the respondents in the organization factors influencing strain level in the organization.
- 50% of the respondents first think and then take time doing what I need to do for forced to work overtime.
- 79.3% of the respondents normally feel on the work load in daily basis.
- 62% of the respondents satisfied for working environment.
- 56% of the respondents satisfied for the working hours.
- If found that changing perception is given ranked first for reducing stress in the work place.

5.2 SUGGESTION

- Before formulating policies, it is advisable to an organization, to have discussion. With its employees because avoid the negative results.
- Salary has to be increased the safety measure should be implemented on time required.
- Temporary employees should be assigned in the place of the employees who are absent.
- People not be forced to finish the target, should be given extra time to the slow-performing workers.



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- Most of the respondents felt that there does not exist mutual understanding within the employees groups. In this regard management shall take necessary steps for building a team spirit among their employees groups.
- The organization may arrange for cultural and festival celebration for the employees which relieves the employees strain and provide a free hand working environment within the industrial region.
- If the management creating positive images and counseling, it reduce the stress and also increase confidence in working environment.
- Set realistic academic and personal priorities. Periodically don't overload the employees with unimportant tasks.

5.3 CONCLUSION

strain is an unavoidable feel which cannot be eliminated from a living beings day to day life, but the level of stress gets varied from one individual to other based on the environment. Stressors in any form level are capable of creating an ill effect to any living beings. Hence any species in this mother earth for cannot be excluded from this nature's theory. By managing both external and internally posed stress, over the employees using good psychological some techniques, the intended results can be elicited.

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