

Investigation on workers pressure of Medical Industries in Tamilnadu

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ABSTRACT

This article convey concerning workers pressure Tamilnadu health industry and it state of mental and mental inequality ensuing commencing the difference among situational order and the individual's skill and incentive to meet those wants. Stresses are approximately some modify in the atmosphere still a pleasing modify, such as a holiday strain some coping and a small strain is helpful helping us adapt. Reason of pressure is mental, atmosphere. Indicator of pressure are sleeplessness, pasting of mental attention, nervousness pressure, absence, depression, matter mistreatment, great irritation and aggravation, family disagreement, physical sickness such as heart sickness, migraine, and headache. Worker pressure is the main difficulty which is occurrence in approximately all association irrespective of designation and chain of command they belong as well. This article examination the cause for the worker pressure and consequence of that pressure in worker life and organizational growth too. For that survey were structure and study were understood and suggestion were given to decrease the pressure and method to decrease the pressure to be followed were also procedure here.

Keywords; workers, mental, individual's skill, incentive, atmosphere, disagreement,

CHAPTER – I

1.1 Introductions

Pressure is the body's way of reply to some circumstances and it can have severe consequence on a person's life. Yet, public be unsuccessful to understand the significance of pressure organization in their lives. Efficient manager can keep on in control of life, without fright even below demanding circumstances. They handle pressure by preparation of task, taking usual breaks and revive them. Pressure is obvious as "a condition of mental and mental inequity ensuing commencing the difference among situational order and the person's skill and meet those wants". Pressure as a communication the interaction approach to important pressure centre on the arithmetical communication among the motivation and the reply. This approach is effectively static (reason and outcome), with several thoughts of procedure being incomplete to inferential clarification when the communication be unsuccessful to appear or is dissimilar commencing that forecast.

1.2 Kinds of pressure

Basis of pressure there are numerous dynamic reason pressures. Pressures are divided into three main category viz.,

- (i) **Mental reason:** The mental sort contain inherited and habitual reason, life practice, organic beat, slumber, bearing, fast, weakness, strong pressure and sickness of version.
- (ii) **Psychological reason:** The psychological reasons comprise various elements like: sensitivity, sentiment, incentive.
- (iii) **Ecological reason:** This sort of stresses consists of those reason which create commencing the atmosphere like ambient atmosphere, physical actions, mental sub-systems,

Chapter -II

2.1 Objectives of the study

The major objectives of the study

- To study and investigation the pressure level of the workers.
- To find the workers view towards the pressure disorder.
- To make out what are the outcome of pressure on their life.
- To examination the dynamic reason pressure among the workers.

2.2 Scope of the study

The study was carrying out to assess worker pressure managing among the workers. A normal survey was planned and spread to the workers. The investigate although that only knowledgeable worker identify concerning the company fine and was taken as the example. The investigate was complete by straight interview the workers.

2.3 Needs of the study

- ✓ The study is complete to find whether pressure affects this competence level.
- ✓ If the worker's effort is precious by pressure what events could be taken to decrease them.
- ✓ This study is complete too to recognize the work pleasure of the workers.

2.4 Limitation of the study

- ❖ Several respondents pause to give the real information; they fear that the organization would take various surplus act alongside them.
- ❖ various of the respondents are not much involved to reply all the query and more complexity in the occasion agenda, most of the workers or manager were busy in all times thus it is hard to follow them.
- ❖ Owing to job pressure, several managers cannot choose suitable answer.
- ❖ Study is complete on the assumption that respondents have given right in sequence during the survey.

CHAPTER – III

3.1 Review of literature

Introduction Review of literature cover way for a lucid sympathetic of the region of investigate previously undertaken and toss a glow on the possible region which are yet to be enclosed. Keeping this outlook in mind, an effort has been made to create a concise review of the work undertaken on the pasture of working pressure. This chapter deals with the review of literature apprehensive with the topic of this study. Several studies have been carrying out. It highlights the work-related pressure commencing dissimilar point of view.

The review of several of the significant studies is obtainable below.

Noblet, Andrew; Teo, Stephen T.T.; McWilliams, John; Rodwell, John J. In their research work titled, “occupation uniqueness forecast worker result for the public-sector employee” (2005) accuse that the middle supervisory and HR manager can have hopeful hurtle on workers during the introduction of original community organization which is reason by plummeting the worker’s work injure. It is complete throughout the helpful instrument “work injure model” which has growing usefulness in public sector surroundings.

Viljoen, J.P., and Rothmann, S. aimed at studying and investigating the relationship between “work-related pressure, unwell physical condition and organizational pledge” (2009). The consequences were that organizational stresses donate considerably to unwell physical condition and low organizational pledge. Pressure concerning work safety give to together mental and emotional unwell physical condition. Low individual pledge to the organization was forecast by five pressures’, namely work-life equilibrium, excess, control, work aspect and pay.

Richardson, K. M., and Rothsetin, H.R. in their article titled “possessions of occupational pressure organization intervention schedule” (2008) they provide an experiential appraisal of pressure organization involvement, employing meta-analysis events. The outcome too exposed that leisure involvement were the most common sort of involvement. Further, there was a little pressure involvement focused on the organizational level. More particular outcome

also point out that cognitive-behavioural involvement shaped better effects than other sort of involvement.

Kopp, Maria S; Stauder, Adrienne; Purebl, Gyorgy; Janszky, Imre; Skrabski, Arpad in their research paper titled “Work pressure and mental health in an altering culture” (2008) they behavior a study point out that a come together of demanding operational and psycho social circumstances are accountable for a considerable element of difference in self report mental and physical health with work related factors.

3.2 Research Methodology

3.2.1 Meaning of Research

Research is a systematic and continues method of defining a problem, collecting the facts and analyzing them, reaching conclusion forming generalizations. The systematic and objective identification, collection, analysis, dissemination, and use of information for the purpose of assisting management in decision making related to the identification related to solution to problems and opportunities. The study of research methods provides manager knowledge and skill needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

3.2.2. Area of study: The area of study in Hosur Medicine industry

3.2.3. Research Design: This is an exploratory and descriptive study; it gives insight to understand the type of stress faced by the employees in their days, today lives. The study explorer the fact cause of life and it depends on employees how he displays the situation.

3.2.4. Sampling: It involves selection a relative small number of elements from a larger defined group of element and expecting that the information gathered from the small group will allow judgments to be made about the larger the group (population).

3.2.5. Sampling method: The sampling method used for this study is Non-probability convenient **Sampling**. Convenient Sampling is one of the types of non-probability sampling technique in

which the sample size is defined and each object in the population has an equal chance of being picked as sample.

3.2.6. Sample size: Sample is a subset of population. Sample size is the actual number of subject chosen as a sample to represent population characteristics. In this research, sample size is 50.

3.2.7. Sources of data: The data are collected from two major sources

- Primary data
- Secondary data

3.2.8. Statistical tools used: The following tools and techniques have been used for the statistical analysis of randomly selected data.

- Chi-Square test.
- Correlation analysis.

3.2.8.1 Chi- square test:

Chi- Square test is very powerful test for testing the significance of the discrepancy between theory and experiment it was given by **prof. Karl person** in 1900 and is known as chi- square test of goodness of fit. It enable us to found the deviation of the experiment from theory is just by chance or is it really due to inadequacy of theory of fit the observed date.

$$\text{Chi-square test } (\chi^2) = \sum \frac{(O-E)^2}{E}$$

$$\text{Degree of freedom} = (R-1)(C-1)$$

Where O = Observed frequency

E = Expected frequency

C = No of columns

R = No of rows

$$\text{Expected Frequency} = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

3.2.8.2. Correlation Analysis:

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel. A negative correlation indicates the extent to which one variable increase as the other decrease. Its formula is as follows:

$$R = \frac{N \sum XY - (\sum X)(\sum Y)}{(\sqrt{N \sum X^2 - (\sum X)^2})(\sqrt{N \sum Y^2 - (\sum Y)^2})}$$

CHAPTER – IV

4.1 Data analysis and interpretation

4.2 statistical analyses

4.2.1 Chi – square test

Hypothesis

- **Null hypothesis: (h₀)** – there is no significant relationship between causes of stress and employee & management relation.
- **Alternative hypothesis: (h₁)** – there is significant relationship between causes of stress and employee & management relation.

Observed frequency:

causes of stress	employee & management relation					total
	sometimes	rarely	often	very rarely	never	
conflict between various role	0	2	1	1	0	4
conflict in role	2	0	2	0	2	6
work load	2	0	3	7	2	14
personal reasons	2	0	2	14	2	20
different in attitude	2	0	0	4	0	6
total	8	2	8	26	6	50

$$\text{expected frequency} = \frac{\text{row total} \times \text{column total}}{\text{grand total}}$$

0.64	0.16	0.64	2.08	0.48
0.9	0.24	0.96	3.12	0.72
2.24	0.56	2.24	7.28	1.68
3.2	0.8	3.2	10.4	2.4
0.96	0.24	0.96	3.12	0.72

Chi-square test $(\chi^2) = \sum \frac{(O-E)^2}{E}$

where o = observed frequency

e = expected frequency

Chi-square table:

o	e	<i>O - E</i>	<i>(O - E)²</i>	$\frac{(O - E)^2}{E}$
0	0.64	-0.64	0.4096	0.64
2	0.14	1.84	3.3856	21.16
1	0.64	0.36	0.1296	0.2025
1	2.08	-1.08	1.1664	0.5607
0	0.48	-0.48	0.2304	0.48
2	0.96	1.04	1.0816	1.126
0	2.24	-0.24	0.0576	0.24
2	0.96	1.04	1.0816	1.126
0	3.12	-3.12	9.7344	3.12
2	0.72	1.28	1.6384	2.27
2	2.24	-0.24	0.0576	2.24
0	0.56	-0.56	0.3136	0.56
3	2.24	0.76	0.5776	0.257
7	7.28	-0.28	0.0784	0.010
2	1.68	0.32	0.1024	0.060
2	3.2	-1.2	1.44	0.45
0	0.8	-0.8	0.64	0.8
2	3.2	-1.2	1.44	0.45
14	10.4	3.6	12.96	1.246
2	2.4	-0.4	0.16	0.066
2	0.96	1.04	1.0816	1.126
0	0.24	-0.24	0.0576	0.24
0	0.96	-0.96	0.9216	0.96

4	3.12	0.88	0.7744	0.248
0	0.72	-0.72	0.5184	0.72
total				40.286

Calculated value of $\chi^2 = 40.286$

Degree of freedom = $(r-1)(c-1)$
 $= (5-1)(5-1)$
 $= 4*4$
 $= 16$

at 5% level of significance = 0.05

Tabulated value of $\chi^2 = 26.30$

Therefore, Calculated value of $\chi^2 = 40.286$ Tabulated value of $\chi^2 = 26.30$

Since the calculated value 40.286 is greater than the tabulated value 26.30, Therefore H_1 is accepted

Interpretation: since H_1 is accepted and H_0 is rejected, there is significant relationship between causes of stress and employee & management relation.

4.2.2 Correlation analysis

Whether there is a relationship between rotation of shift and competitive pressure with co-workers.

X: organization culture

Y: information received

x	10	8	6	10	16
y	8	16	2	14	10

Correlation table:

s. no	x	y	xy	X ²	Y ²
1	10	8	80	100	64
2	8	16	128	64	256
3	6	2	12	36	4
4	10	14	140	100	196
5	16	10	160	256	100
total	50	50	520	556	620

$$\begin{aligned}
 r &= \frac{N\sum XY - (\sum X)(\sum Y)}{(\sqrt{N\sum X^2 - (\sum X)^2})(\sqrt{N\sum Y^2 - (\sum Y)^2})} \\
 &= \frac{5(520) - (50)(50)}{(\sqrt{5(556) - (50)^2})(\sqrt{5(620) - (50)^2})} \\
 &= \frac{2600 - 2500}{(\sqrt{2780 - 2500})(\sqrt{3100 - 2500})} \\
 &= \frac{100}{409.8763}
 \end{aligned}$$

r = 0.2439 (positive correlation)

Inference: there is a positive relationship between rotation of shift and competitive pressure with co-workers.

CHAPTER – V

5.3 Conclusions

Stress in the workplace has become the black plague of the present century. Much of the stress at work is caused by heavy workload and time pressure. Organization must manage employees by treating them with respect and valuing their contribution. The stress is affecting the behavior and productivity of the employees, so the organization can be controlled effectively by conducting employee assistance program and stress management programs. Stress management programs teach employees about the nature and sources of stress, the effects of stress on health, and personal skills to reduce stress for example time management or relaxation exercise. Employee assistance program provide individual counseling for employees with both work related problems and personal problems. Through introducing the stress management programs, the organization would make more revenue as well as employee retention.

5.2 Suggestions

Based on the findings and conclusions these are the recommendations and suggestions made:

They can recruit more post graduate which will enable them to work with more maturity with self balance. Counseling can given by recruiting by counselor to short out personal and organization problem. Working environment can be improved to reduce the dissatisfied level. Employees need should be analysis before it should lead to stress stage. Social interaction with co-workers helps to reduce the stress at job. Employees should follow certain strategies like time management, physical exercise, meditation, relaxation training and social support. Friendly talk and healthy conditions help people to reduce their family tension; it leads to reduce stress when employee enters into the work place. To reduce the competitive pressure, the management should conduct seminars, restrooms, audiotapes and providing permission for using any other recreation program.

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