



**A Study on Employees Stress Management in Dixcy Scott Private Limited,
Tirupur**

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ABSTRACT

The article is carried out the Stress is a fact of everyday life, we will all felt it. Sometimes it acts as a positive force and sometimes as a negative force. If you experience stress over a prolonged period of time, it could become chronic, till you take some action. About 500 million people worldwide are believed to be suffering from neurotic, stress related and psychological problems. The challenge can, however, be tackled by joint action between life sciences, social sciences, urban planning, architecture and politics. This article highlights the causes, effects and management of stress and therefore could be helpful for people who want to learn how to react to stress in a more constructive, proactive way. Every person has a unique response to stress, so there is no one fixed solution to managing it. No single method works for



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everyone or in every situation, so experiment with different techniques and strategies and focus on what makes you feel calm and in control. This paper examines improving performance among employees. The first chapter, deals with the introduction and a briefly explain a picture of the study. It includes the objectives of the study and the scope and limitation of the study. The second chapter is industry profile. The third chapter is company profile. The fourth chapter is analysis and interpretation which includes methodological classification. The fifth chapter includes the findings which derived from the analysis part at using various percentage tools. And the final chapter consists with the finding, suggestion, and the conclusions with the summary of project which shows study of the company.

Key words: prolonged period, challenge, stress, , proactive, derived

CHAPTER 1

1.1 INTRODUCTION

The common expression for stress is “tension” one is said to tense; when there is some anxiety, some fear whether it describes the thing may happen, whether something may go wrong, etc. It is a state of discomfort feel the mind and experienced by the body, when there is tension, the body may become weak. Study itself is potentially very stressful with many different and sometimes conflicting pressures – reading complex technical or theoretical material, writing assignments for deadlines, working part time, having a ‘successful’ social life, family demands. Perhaps peaking near the exam. Which themselves explicitly test your performance under pressure by setting strict time conditions and removing potential resources such as books, colleagues, notes etc.

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Study can also challenge your ideas of who you are, who you think you are or who you want to be, lead you to compare yourself with others, who maybe look like they have everything under control (not always the case by any means). Any change or transition, even a welcome one is stressful and study involves lots of transitions in addition to other life events: for example, moving to another country, or another part of the country, meeting new people, different expectations from teachers – and each academic year brings changes – different topics, lecturers, perhaps new housemates – changes which should not be underestimated. Ways of managing stress you probably already have a number of ways of managing stressful situations so some of what follows will be stressed.

MEANING OF STRESS MANAGEMENT

Stress managements is a broad term which encompasses education, facilitation and training in the impact that stress is having on an individual or group. The field of stress managements teaches and promotes skills to relieve the accumulated.

DEFINITION

According to **Hens Slyer** defines as “an adoptive response to the external situation that results in physical, psychological, and behavioral deviation for organization participants.

LEVEL OF STRESS:

There are four levels of stress symptoms,



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- The first is the normal initial response and its characterized to increased heart beat rates, increased blood pressure, dilation of pupils, sweat in palms and reduce activity in the stomach
- At the second level, there is more irritability, shuttering and stammering, difficult in concentrating, restless, lack of appetite and tendency to increase smoking or drinking for those habituated.
- At the third level, there would be more headaches, stomachaches, sweating, insomnia, Depression etc.
- The fourth level would characterized ulcer stoke alcoholism, drug addiction, psychosis etc.

MANAGING STRESS:

External and Internal Stressors:

People can experience stress from external or internal factors.

- External stressors include adverse physical conditions (such as pain or hot or cold temperatures) or stressful psychological environments (such as poor working conditions or abusive relationships).
- Internal stressors can also be physical (infections and other illnesses, inflammation) or psychological (such as intense worry about a harmful event that may or may not occur).



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As far as anyone can tell, internal psychological stressors are rare or absent in most animals except humans.

CAUSES OF STRESS AT WORK

Employee's stresses are due to organizational and extra-organization at 4 causes. Organizational factors are related to the causes of stress arising within the organization. Extra-organization factors are environmental. In simple terms, the causes of stress are environmental, organization, group-related and individual.

ENVIRONMENTAL FACTORS

Environmental factors are as much contributory as the organizational factors to stress. Political and economic factors influence the behaviour of employees. Law and order problems create tension in the minds of employees.

ORGANIZATIONAL FACTORS

Organizational factors such as management-labor relations, working conditions, resources allocations, role of trade unions, behaviours of workers, etc. are important factors which cause stress to the physiology and psychology of employees. Organizational policies and working procedures are not the least influential factors of an organization.

GROUP FACTORS



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An organization includes group and individuals who influence each other and are influenced by the other. Lack of group cohesiveness, lack of social support and group conflicts are potential causes of stress. Lack of togetherness is stress producing. Employees get satisfaction at the social level after returning from job performance.

INDIVIDUAL FACTORS

Individual factors such as personal characteristics, life changes and role perception create stress in different forms at different levels.

PERSONAL CHARACTERISTICS

It includes personality traits such as masculinity, extroversion, rigidity, spontaneity, and focus of control, etc. which are potential causes of stress. These factors in themselves create tension and confusion.

LIFE CHANGES

Life and career changes are stress-producing. Fast changes are more dangerous than the slow changes as fast changes have graver stress. Heart attacks are commonly observed in the case of fast changes in life and careers. Family problems as well as swift promotions are cases of fast changes.

Stress performance



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Stress is not always bad. The stress-performance relationship may be compared to the amount of salt in food lack of salt or excessive salt in food will affect taste in the same manner lack of stress or excessive stress will affect job performance.

Few steps for reduce stress

- Many stresses can be changed eliminated or minimized, Here, are some things you can do to reduce your level of stress
- Become aware of our own reaction to stress.
- 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 to relax and have fun.
- Exercise regularly and take balanced diet daily.
- Talk with friends or someone whom you trust
- Learn to use your time wisely
- Evaluate how you are budgeting your time
- Plan ahead and avoid confusion.
- Make a weekly schedule and try to follow it.
- Set realistic goal



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CONSEQUENCES OF STRESS:

The various consequences of stress are classified into three categories

- Physiological
- Psychological and
- Behavioral

Physiological consequences

- Headache
- Hyper-tension
- Lack of appetite
- Sleeplessness
- Indigestion

Psychological consequences

- Frustration
- Emotional instability
- Nervousness and tension
- Anxiety
- Irritable mood
- Chronic worry
- Depression

Behavioural consequences

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Certain behavioural changes may also take place in the individual undergoing excessive stress.

These include:

- Excessive smoking
- Abuse of alcohol or drugs
- Late coming
- Absenteeism
- Tendency to neglect safety precautions
- Decline in performance

1.2 STATEMENT OF THE PROBLEM

Human resources of an organization are very important. It is said that satisfied employees, any kind of grievances relating to organizational or personal to a greater extent influence on the job. Everyday speculation creates anxiety, fear, stress etc. employee stress has become a major problem in most of the organization, and especially where there are challenges is given and impossible deadlines to be met. Hence the present study focuses on major causes, symptoms and various ways to manage stress. So I had selected this topic for my research study.

1.3 OBJECTIVES OF THE STUDY

Primary objectives:



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- To study on stress management in DIXCY SCOTT, Tirupur.

Secondary objectives:

- To identify the factors causing stress to the employees.
- To analysis the working condition of the employees.
- To analysis the stress management techniques based on their employees.
- To know about the psychological problems of the employees.
- To know about the counselling services provided for the employees.

1.4 NEED FOR THE STUDY

- This study will focus stress reduction is important in your everyday life, it helps in job level.
- The study will enable to know the factors that affect and it can improve your mood, boost immune function, promotes longevity and allows you to be more productive.
- So that this study is undertaken to measure the stress management as the required as it helps you shift towards a healthy living pattern.

1.5 SCOPE OF THE STUDY

- ❖ The study on stress management provides an attempt to know the fact of influencing stressor and its impact over the employees of dixcy Scott, tirupur.



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- ❖ The study would provide to monitor the stress in the organization from the employees 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 on non-cooperation among the individuals. The analysis and findings will be useful to suggest to the company to reduce stress among the employees in the organization.

1.6 LIMATATION OF THE STUDY

- ❖ This study was undertaken only on Employees stress management and it does not cover any other problem.
- ❖ The research work was done at Dixcy Scott private Limited, Tirupur.
- ❖ The study is done based on the opinions of the sample taken at random, the sample size which taken is 200.
- ❖ The project was only for January 2018- May 2018. So there was time constraint.

Chapter- II

2.1.REVIEW OF LITERATURE

- **Peter Bartos (1981)** Characteristics of different types of bond and their function in textiles product are discussed. The assumptions about bond in a number of existing theoretical



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models predicting behavior and a graphical interpretation in used to demonstrate the influences of the main characteristics of bond on the failure of the composite

- **Gaylene S. Armstrong (2004)** The wealth of literature on stress in the correctional workplace focused on correctional officers, frequently ignoring treatment personnel employed in these same institutions. This study advanced the literature on correctional workplace stress by: (1) testing for differences in workplace stress between correctional officers and treatment personnel, (2) examining personal and environmental factors to determine whether distinct precursors to stress existed for these two groups, and (3) utilizing multiple measures of stress.
- **ShahnazTabatabaeiedal(2011)** The aim of the study the general health, stress associated to the work and job satisfaction of the employees. The research was semi-experimental with the pre-test and post-test without control group. In order to improve mental health of employees, psychological trainings and motivational models were performed.
- **Joseph J. Assaad(2014)** Grinding aids (GAs) are increasingly used during production to reduce energy consumption and/or optimize clinker factor. This seeks to assess the effect of such additions on variations in flow, including static yield stress (τ_0) and viscosity (η). Grinding tests were performed at fixed specific energy consumption (E_c) or Blaine paper fineness. For fixed E_c , tests have showed that the increase in fineness resulting from the



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addition of higher GA concentration leads to reduced flow and increased τ_0 and η values. Conversely, an improvement in flow ability together with reduction in τ_0 and η values.

- **J.O. Ogunbilejeedal (2014)** Exposure to industry is one of the most common occupational dust exposures worldwide, but the mechanism of toxicity has not been fully exposed to the industry samples were determined.
- **Xueyu Pangedal (2015)** An innovative apparatus has been developed in this study to under simulated down-hole conditions with high temperature and high pressure. The test apparatus can be used in real time and measure fluid pressure tensile strength under in-situ conditions, i.e. without changing the temperature or releasing the pressure of the specimen. This describes the basic principles of this newly developed test method and detailed configuration of the test apparatus. A series of tests were performed on different classes of oil well to evaluate the functionality of the test device.
- **Jian C. Lim(2014)** Accurate prediction of stress–strain relationship of concrete is of vital importance to accurately predict the overall structural behavior of reinforced concrete members. The various types of concrete that are available in the construction industry today makes it essential that the models developed for the prediction of their behavior are of high versatility.



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- **Kemal Celikedal(2014)** This paper reports the composition and properties of highly flowable self-consolidating concrete (SCC) mixtures made of high proportions of industry. Self-consolidating concrete mixtures are being increasingly used for the construction of highly reinforced complex concrete elements and for massive concrete structures such as dams and thick foundation.
- **Egemen Teomete (2013)** Structural health monitoring is crucial to protect the lives and for asset management. Classical sensors have low durability, low sensitivity and high cost which limit their use. Development of industry based materials for textiles industry is an important task. In this study, six different paper based mixtures were designed. Three samples from each mixture were cast and cured, thus, 18 samples were prepared.

2.2. RESEARCH METHODOLOGY AND DESIGN

RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem. It includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. While the methodologies used in project management may vary considerably, each has the common theme of a phased approach that enables team leader to guide a project to successful completion. The present study was conducted at Dixy Scott, Tirupur.



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METHOD OF COLLECTION

SOURCES OF DATA

PRIMARY DATA

Primary data for the study has been collected through a structured questionnaire administered on the respondents effectively, as it is collected afresh and for the first time.

SECONDARY DATA

The list of employees along with required information has been collected from dixcy Scott, tirupur. The researcher has also collected more information about the topic from journals, magazines, books and internet.

DATA COLLECTION METHOD

Questionnaire method is used to collect the primary data. Questionnaire was designed to collect the information required to fulfill the objective of the study from the respondents. Closed Type Questions were used for this study.

RESEARCH DESIGN



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“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design.

SAMPLING DESIGN

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of dixcy Scott, tirupur.

Sample Size

The study based only on the opinion and expectation of employees. Total number of sample taken for the study is 200 respondents.

SAMPLING UNIT:

Sampling unit is in dixcy industry, tirupur.

SIMPLE RANDOM SAMPLE:

A subset of a statistical population in which each member of the subset has an equal probability of being chosen is Simple Random Sample.



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TOOLS USED FOR ANALYSIS:

- Simple percentage
- Chi square
- Regression
- Correlation
- Weighted average
- Anova

SIMPLE PERCENTAGE:

The statistical tool used in this study is sample percentage analysis. This is the simplest way to analyses different types of data. In this method found out the percentage rate of each date with respect to total. Using this percentage rate we analyses date.

$$\text{Percentage of respondents} = \frac{\text{No of Respondents}}{\text{Total Respondents}} * 100$$

CHI SQUARE TEST:



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Chi –Square, symbolically written as χ^2 , is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. It can also use to make comparison between theoretical populations and actual data when categories are used.

$$\chi^2 = \sum \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

REGRESSION ANALYSIS:

A technique for determining the statistical relationship between two or more variables where a change in a dependent variable is associated with and depends on a change in one or more independent variables.

The equation has the form **$Y=a+bX$** ,

CORRELATION ANALYSIS:

Correlation is a statistical tool which shows the relationship between the two variables in which change in the value of one variable due to change in the value of other variables.

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

CHAPTER -III



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DATA ANALYSIS AND INTERPRETATION OF DATA

4.1. CHI-SQUARE ANALYSIS

This analysis the relationship between the job of the respondents and gender of respondents in the organization

AIM: To find the significant relationship between gender and job respondents in the organization.

NULL HYPOTHESIS₀: There is no significant relationship between gender of the employees and their job respondents.

ALTERNATE HYPOTHESIS₁: There is significant relationship between gender of the employees and their job respondent.

Total number of respondents = 200 and Level of significance $\alpha = 5\%$

Chi –Square, symbolically written as χ^2 , is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. It can also use to make comparison between theoretical populations and actual data when categories are used. Thus the chi square test is applicable in large number of problems.

The test is, in fact, a techniques those the use of which it is possible for all researchers to



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- (i) Test the goodness of the fit
- (ii) Test the significant f association between two attributes.
- (iii) Test the homogeneity or the significance of population variance.

$$\chi^2 = \sum \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	31.630 ^a	15	.007
Likelihood Ratio	31.971	15	.006
Linear-by-Linear Association	5.911	1	.015
N of Valid Cases	200		

a. 10 cells (41.7%) have expected count less than 5. The minimum expected count is .10.

INTERPRETATION:

The above table depict that the calculated value of chi square. Hence the sign value is 0.06 so there is significant relationship between gender of employees and their job dependences in the organization. So accept the alternative hypothesis **H₁**.



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4.2. CORRELATION ANALYSIS

This analysis the relationship between the age of the respondents and the job respondents

AIM: To find the significant relationship between age of the employees and their job respondents. in the organization.

NULL HYPOTHESIS₀: There is no significant relationship between age of the employees and their job respondents.

ALTERNATE HYPOTHESIS₁: There is significant relationship between age of the employees and their job respondents.

Total number of respondents = 200 and Level of significance $\alpha = 5\%$

Correlations

	Age of respondents	Job of respondents
Age of respondents Pearson Correlation	1	-.170*
Sig. (2-tailed)		.016
N	200	200
Job of respondents Pearson Correlation	-.170*	1
	Sig. (2-tailed)	.016



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N	200	200
Correlation is significant at the 0.05 level (2-tailed).		

INTERPRETATION:

The above table depict that the calculated value of correlation. Hence the sign value is 0.06 so there is significant negative relationship between age of employees and their job respondents in the organization. So accept the alternative hypothesis **H₁**.

4.3. REGRESSION ANALYSIS

This regression analysis with the relationship between the line manager feedback respondents and the interpersonal conflict of respondents

AIM: To find the significant relationship between line manager feedback and the interpersonal conflicts.

NULL HYPOTHESIS H₀: There is no significant relationship between line manager feedback and the interpersonal conflicts

ALTERNATE HYPOTHESIS H₁: There is significant relationship between line manager feedback and the interpersonal conflicts.

Total number of respondents = 200 and Level of significance $\alpha = 5\%$

Model Summary

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Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.233 ^a	.054	.045	.85009

a. Predictors: (Constant), line manager feedback of respondents, interpersonal conflict of respondents

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ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1					
Regression	8.194	2	4.097	5.669	.004 ^a
Residual	142.361	197	.723		
Total	150.555	199			

a. Predictors: (Constant), linemanagerfeedbackofrespondents, interpersonal conflict of respondents



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b. Dependent Variable: experiences of respondents

INTERPRETATION

The above table depict that the calculated value of regression. Hence the sign value is 0.06 so there is significant relationship between line manager feedback and the interpersonal conflicts in organization. So accept the alternative hypothesis H_0 .

4.5. WEIGTHED AVERAGE

When using the weighted average method divided the cost of goods available for sale by the number of units available for sales, which yield the weighted – average cost per unit. In this calculation, cost of the goods available for sale is the sum of beginning inventory and net be purchases.

RANK THE FACTORS

FACTORS	3	2	1	TOTAL	AVERAGE	RANK
Excising machines	25	162	282	469	2.34	2
Poor equipments	21	164	291	476	2.38	1



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INTERPRETATION

The above table shows that poor equipments has Ranked 1st, excising machines has secures 2nd Rank. In the majority with the factor excising machine is ranked 2nd with the range. So the ranking order gives the majority given to the factor of poor machine and higher is excessing machines.

4.6. ANOVA ANALYSIS

**THIS ANALYSIS THE RELATIONSHIP BETWEEN THE AGE OF RESPONDENTS
AND THE RESPECT OF THE RESPONDENTS**

AIM:To find the significant relationship between the age of the respondents and the respects of the respondents.

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NULL HYPOTHESIS H_0 : There is no significant relationship between the age of the respondents and the respects of the respondents.

ALTERNATE HYPOTHESIS H_1 : There is significant relationship between the age of the respondents and the respects of the respondents.

Total number of respondents = 200

Level of significance $\alpha = 5\%$



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ANOVA

Respectworkofrespondents

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	6.792	3	2.264	3.372	.020
Within Groups	131.588	196	.671		
Total	138.380	199			

INTERPRETATION

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The above table depict that the calculated value of ANOVAs. Hence the sign value is 0.020so there is significant relationship between age of the respondents and the respects of the respondents. In organization. So accept the null hypothesis H_0 .

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