

A study on employee's stress-caused illness and the harmful effects on industry growth with special reference to TNPL Manapparai town

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ABSTRACT- Stress is no matter which that brings psychosomatic and biological pressure that directs to panic, nervousness, worry, uneasiness, anger and anxiety and the body responds in a rapid, immediate and ineffective way. Report collected from medical experts, 90-95 per cent of poor health in recent period can be liable on psychosomatic forces; 98 per cent headaches set off owing to stress and that also evident itself into many other bodily sickness like digestive disorders, acidity and cardio arrest. Stress comes in all shapes and sizes, and has become so persistent, that it seems to infuse everything and everybody. Stress and Tension occur because of the unrestrained flow of thoughts and problems occur in family and in the work place. Therefore that kind of personal and occupational stress spoils our body and mind. If we want to balance our personal life and work life we should sail the boat namely stress management very carefully .Stress Management is important for both individual and from the point of view of the organization. The stress of the employee directly correlated to the company's growth. Company's growth and high turnover hundred percent depends on employee's attitude and their performance. If the employee is not feeling good then it creates an adverse effect on their work. This study tries to explore the fact that the stress paves a way to lower performance which turns lower productivity.

Key words: psychosomatic and biological pressure, stress, employee's performance and Company's growth.

I. INTRODUCTION

Pressure is a significant component in all work which determines the persons talent, endeavor, excellence, but acute pressure give way to stress which damages the performance of the employees and make them as sick and slow in their day to day life. The burden of physical or mental distress is called pressure whereas Stress is a feeling of strain. Stress is a type of psychological pain. Small amounts of stress may be desired, beneficial, and even healthy. Positive stress helps improve athletic performance. It also plays a factor in motivation, adaptation, and reaction to the environment. Excessive amounts of stress, however, may lead to bodily harm. Stress can increase the risk of strokes, heart attacks, ulcers, and mental illnesses such as depression. Stress can be external and related to the environment, but may also be caused by internal perceptions that cause an individual to experience anxiety or other negative emotions surrounding a situation, such as pressure, discomfort, etc., which they then deem stressful.¹

The working environment or working condition is also the main element which induces the stress. Occupational

stress is stress related to one's job. Occupational stress often stems from unexpected responsibilities and pressures that do not align with a person's knowledge, skills, or expectations, inhibiting one's ability to cope. Job stress is the harmful physical and emotional responses that occur, when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job related stress damages our healthiness, our occupation and our efforts.

SCOPE OF THIS STUDY

The study is confined to employees working in Tamil Nadu Newsprint and Papers Limited (TNPL) Manapparai Town. This study includes only blue-collar workers that are labourers. This study does not concentrate on any professionals. This study is an initiative to explore how does stress stressors influences on work life of employees in general and in particular in Manapparai town .This study is not focus on holistic approach moreover the research is restricted with the vital reasons for stress, its factors, the level of the stress and he reflection of the same in the production or turnover.

OBJECTIVE OF THE STUDY

The study paying attention on the following objectives:

- To find out the different causes for stress.
- To analyse the correlation between the employees stress and their work performance.
- To measure the impact of employees stress on company's growth and turnover.

STATEMENT OF THE PROBLEM

Based on the collection of previous literature the researcher found that most of the researches have emphasized on conceptual idea related to stress like factors ,causes ,impact etc. some researchers deeply focused and concentrated on highly qualified professional like doctors, lawyers ,school teachers, police officers ,bank officials, IT people and college professors. There is lack of studies related to employees stress impact on organizational growth. Therefore the present study will focus on following questions: 1. what is the reason for stress creation? 2. What is the correlation between employees stress and their work performance? 3. In what way the employee's stress creates an impact on company's turnover?

II. RESEARCH METHODOLOGY

Research design: With the help of this research, the researcher wants to explore the facts and figures related to respondents stress impact on company's growth. On this background this research is exploratory in nature.

Universe of Study: The study is carried out in TNPL. However, the study area was confined to Manapparai town. Population is not given importance because the researcher has undergone a preliminary study.

Sample size: Since the study is carried as a pilot study which represents 50 employees as respondents which comprises of 37 male and 13 female respondents.

Data collection

Data was collected both from primary and secondary sources. Primary data was collected from the workers of TNPL. Well-structured Questionnaire was used for collecting data .Informal interviews also taken from the respondents. In addition with this, casual walks into their worksites were conducted in order to understand the factual position at their footsteps. The secondary data was collected from policy documents, published reports of similar projects, journals and Ph.D. thesis, journals and online sources.

Tools for data analysis

Both qualitative and quantitative data was analysed in the light of framed objectives. Quantitative data was tabulated and statistically analysed. Qualitative data was interpreted based on the information collected from the field.

III. RELATED LITERATURE

Review of literature provides better understanding of the ground areas of research already undertaken and light a torch on the potential regions which are yet to be concentrated. Taken into account this, an attempt has been made by the researchers who have collected various related reviews. The reviews of some of the important studies are presented below.

Mrs. Caral Lopes, Ms. Dhara Kachalia, (2016) they have conducted a study in private and public banks. The study concluded that noteworthy association between type of the banks, social dimensions like age, gender and education, job, role, interpersonal relationship and contact of occupational stress.

B.kishori & B.vinothini (2016) the researchers have explored the fact that decisive factor like that productivity of the work force is important for the accomplishment of an organization is concerned. They stretched out that an employee is uncovered to all types of stressors that can influence them on all dominion of life.

Dr. P.Kannan & Suma.U (2015) they proved that stress in banking sector is mostly due to excess of work pressure and work life imbalance the organization should support and encourage taking up roles that help them to balance work and family.

P.S. Swaminathan & Rajkumar (2013) in their research they documented Role burden, Role personality detachment and Role stagnation responsible for work stress. They also were paying attention to different age group, occupation, different types of jobs, working hours and the influence of work atmosphere. This study also correlates that an optimum level in which every individual can perform with his full capacity and the quantity of stress faced by employees.

Kavitha(2012) in her research titled —Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatore . She established in her research that, more than men women face stress in the organization and the researcher authenticated that married women countered more stress than the spinsters.

Nadeem Malik,(2011) This research proposed to study the impact of occupational stress on public and private Bank employees. He emphasized that the growing importance of interventional strategies is felt more at organizational level.

Amir Shani and Abraham (2009) in conducted the research named “Work-Related Depression among Hotel Employees “in California. They correlated the association between the work-related stress and work-related in the hotel industry. They also appraised the degree of depression they faced in their work times.

IV. CONCEPTUAL FRAMEWORK:

The following concept supports the understanding of stress in a holistic way

(A) Types of Stress

There are three types of stress as follows:

Acute Stress

This type of stress may appear for a short time, but settle when the stress eases. Acute stress is mainly originated by hasty thoughts. Pessimistic thought or opinion dominate the situations or events that have recently awakened or impending circumstances, events, or demands in the near future. It creates bad temper, nervousness, unhappiness; headaches, back pain, and gut problems.

Episodic acute stress

People who suffer with acute stress or the person who is not living happy life have episodic acute stress. The individuals who circled with episodic acute stress, their life is full of confusion and crisis. They have a restless mind or fully dumped themselves with pressure. They voluntarily taken so many commitments and never execute anything.

Chronic stress

Chronic stress is the mainly injurious kind of stress. If chronic stress is not concentrated over a long period of time, it can broadly and often irrevocably damage corporal health and decline mental health. For example, poverty from the childhood, repetitive mistreatment, unemployment, dysfunctional family, poor job atmosphere or a discontented family life can grounds noteworthy chronic stress.

(B) Effects of Stress

Stress is not always an awful object. Stress is simply the body's response to changes that create difficult demands. It creates the following effects.

- Performance of the employee in the work place reduced or not up to the level.
- Contributes low productivity in the organization.
- They build up pessimistic belief and thoughts.
- Expose low morale value.
- They not ready to keep up pleasant, amicable relationship with peer group members.
- Their attitude will be vary or aggressive.
- Job dissatisfaction.
- Increases absenteeism and labour turnover.
- Behavior that influence the inner surroundings of the organization

V. FINDINGS AND DISCUSSIONS

The researcher put a question before the workers are you suffering from physical and mental health problems? The workers in whole they summarized their problems like

S.No	Problems	No of Respondents	Percentage
1	Headache	44	88
2	Stomach disorder and Ulcer	28	56
3	Chest pain	04	08
4	High blood pressure	29	58
5	Back pain	35	70
6	Skin irritation and allergies	5	10
7	Diabetes	15	30
8	Asthma	1	2
9	Sleep disturbances	40	80
10	Anxiety	15	30
11	Depression	23	46
12	Tendency to remain alone	12	24
13	Poor concentration	8	16

Source: Primary data

The above table reveals the fact that 88% of the employees having headache due to stress followed by sleep destruction (80%), back pain (70%), high blood pressure (58%) depression (46 %). Apart from this the employees have stomach irritation, anxiety, feel lonely and poor concentration etc. There will be no doubt that the company's production will not be to the expected level because the employees are physically good. We are known that physical stamina and physical health only determines manpower ability.

Stress symptoms

The study reveals the fact that most of the employees express their stress through Moody, Irritability, Short-temper, Accelerated speech, Nail-biting, Restlessness ,lack of confidence, Getting confused easily, Loss of weight , Feeling negative about everything ,Worrying and Nervousness.

Causes to get stress in job

S.No	Job related Factors	YES	NO
1	Workload or Frequent travel	35	15
2	Low salary	32	18
3	Time pressures and deadlines	45	05
4	Repetitive and boring work	22	28
5	Poor and unplanned work	28	22
6	Lack of career development	28	12
7	Feeling of powerlessness	45	05
8	Lack of job security	41	09

Source: Primary data

The above table clearly explains that job associated factors plays an important role in stress creation. Time pressure and deadline given by the management for work

completion, kills their employee's peace and mind rest. Feeling of powerlessness induces the stress of the employee. If there is no surety for continues work or job security the employees will not be dedicated and sincere which also creates fear in the minds of employees which in turn gives stress. Monetary benefit supports the employee's attitude in a positive way .if the same is failed it creates unnecessary problem in the physic and mind.

Data from the respondents clearly proves that the stress of the employee directly correlated to the company's growth. Company's growth and high turnover hundred percent depends on employee's attitude and their performance. If the employee is not feeling good then it creates an adverse effect on their work. At the end study explore the fact that the **stress paves a way to lower performance which turns lower productivity.**

VI. CONCLUSION

Stress is found at all workplaces, and can affect an individual's performance, health and well-being. An effort to control or manage stress levels at the workplace should be an integral part of all corporate houses. Many corporate are now introducing innovative technology to provide a healthy and stress free environment to their employees in order to increase their productivity and reduce stress. A stress relief center, counseling center, recreational activities should be given to the employees in order to shrink the stress from them.

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