

A study on the effect of stress on worker's performance at Keltron controls, Aroor, Kerala

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Abstract - The wellbeing of mankind is very important to the management as human resources are essential in modern organisation. stress occurs from different reasons. The stress may be coming from certain internal and external factors. So organisations are concerned in finding out the organisational stressors and removing them as far as possible. Stress is an inevitable factor in organisations. It affects a person physically and psychologically. It is understood that at certain times biological disorder lead to psychological illness. People are often confused by stress and anxiety. Anxiety does not result into stress. Burn out is another form of emotional stress. A person may feel exhausted when over worked on a particular day. If they feel strained continuously it may result in burnout. The elements that convert potential stress into actual stress are called stressors. These elements can be intra organisational or extra organisational. Intra organisational factors can again be divided into individual factors and organisational factors. Individual factors are mainly related to personal problems, whereas organisational factors are linked to the circumstances in which individuals work in organisations. Extra organisational factors are reasons behind the stress which is outside the control of both managerial and individual actions.

Key words- Distress, eustress, organizational behavior, work stress, worker's performance

I. INTRODUCTION

Stress is not always a terrible experience; it can also have a positive outcome, which is known as eustress. The negative effects of stress, on the other hand, are of greater concern since they have a negative impact on organisational performance. On the one hand, there is a problem in individual psychology and behaviour, and on the other, they have an impact on the organisation. In today's business world, the word "stress" is an important one. Organizations simply assign labour to individuals without knowing their mental state, physical capacity, or calibre. This is causing a lot of anxiety. Stress can be a positive term at times, however it is most often used in a negative context.

II. REVIEW OF LITERATURE

Vakola, Maria; Nikolaou, Ioannis (2005) [7] they proposed that work-related stress and organisational adjustment are now generally recognised as two main concerns are now organisational life. The learning looked at the relationship between workers' approaches regarding organisational change and two of the most important organisational behaviour constructs: occupational stress and organisational commitment.

Lords (2004) [8] highlighted that the judgement in the case of the House of Lords in the United Kingdom consumes prepared it apparent that existence unresponsive to grievances of work-related pressure or having repressive or abusive leadership can be used against an employer. The

case's details were based on comments from Cloister, the law firm that represented Leon Barber, a former schoolteacher.

Noblet, Andrew (2003) [4] indicated that work qualities such as "social support" and "job control" accounted for a significant amount of the alteration in job gratification and emotional wellness. Aside from these generic characteristics, some job-related stressors were discovered to be predictive of employee strain.

Fevre, Mark Le; Matheny, Jonathan; Kolt, Gregory S. (2003) [1] investigated how the meaning of the term "stress" has altered since Selye's initial definition, and how this shift, combined with the implementation of the Yerkes-Dodson Law, leads to ineffective stress management in businesses. The findings suggested that mild stress is beneficial. Presentation must be abandoned in favour of notions that are extra valuable and correct.

Gardner, L.J.; Stough, C (2003) [2] examined the relationship among Emotional Intelligence, work-related stress and physical and psychological health, in 80 employees' researchers looked at the association among Emotional Intelligence, professional stress, and physical and mental health. They hypothesised that those with higher Emotional Intelligence would be better at managing stress and have better physical and mental health than people with lower Emotional Intelligence.

Struebing, Laura (1996) [6] The American Society for Training and Development (ASTD) has stated this (ASTD).

They performed surveys in a number of manufacturing units across the United States, including California, Peru, and Chile. They discovered that many employees suffer from stress-related health issues; therefore, they recommended teaching people to transfer substitutions, as well as setting accurate deadlines, paying for overtime hours on time, encouraging regular exercise, and providing nutritional snacks during breaks.

Savery, Lawson K (1988) [5] examined the impact of community care groups on reducing occupational stress and increasing job satisfaction and productivity among employees. The research looked into the impact of numerous community care, mediators on job enactment and strain.

OBJECTIVE

- To analyse the effect of stress on workers' performance.

III. RESEARCH METHODOLOGY

Research Design

The stint "research design" refers to a main idea that sets out the approaches and actions for get-together and analysing data. The study is conducted using Descriptive Research. It necessitates a detailed description of who, what, where, why, and how the study will be conducted. The statistical inference approach is used to formulate the hypothesis and test it.

Data collection Method

The plan, method, or technique through which a researcher identifies and selects the possible sampling units from the selection border or the target population, to form an appropriate sample for the study is termed as sample design. There the entire population is limited to 80 persons there for we using census survey method.

IV. TOOLS USED FOR ANALYSIS

Percentage Analysis

This is the simplest method for analysing various types of data. The percentage rate of each piece of information is calculated in relation to the total. This type of analysis looks at raw data streams in percentage form. This is done in order to gain a better understanding of the information gathered. When comparing particular properties, the percentage technique is employed. In order to provide appropriate visualisation of the comparison conducted, the collected data was displayed in the form of tables and graphs.

Percentage = {no. of respondents / total no. of respondents} × 100

Weighted Average Analysis:

A weighted average is one in which each quantity to be averaged is given a numerical value. On average, these weightings indicate the relative value of each quantity.

Weightings are the equivalent of include that many similar objects in the average with the same value. The concept of calculating the average, or arithmetic mean, of a set of elements is familiar to most individuals.

Data Analysis

In line with the objective of the study hypothesis was set as

H0: Workers stress on job will affect their performance.

H1: Workers stress on job will not affect their performance.

Table.No.1 stress faces situation in the organization

Experience	No of Respondents	Percentage
Mostly	0	0 %
Rarely	13	26 %
Sometimes	32	64 %
Not at all	5	10 %
Total	50	100%

INTERPRETATION:

The graph displays that Majority (64%) of the respondents face stress in sometimes. 26 % of the respondents rarely face stress. 64% of the respondents face some times stress in the company that means there are some stress problems to the employees.

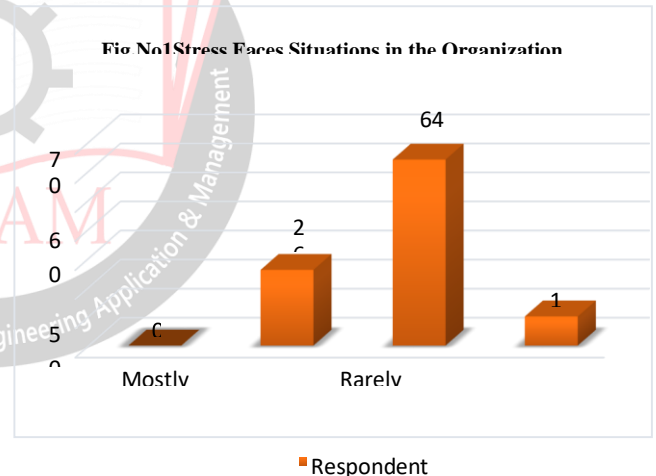
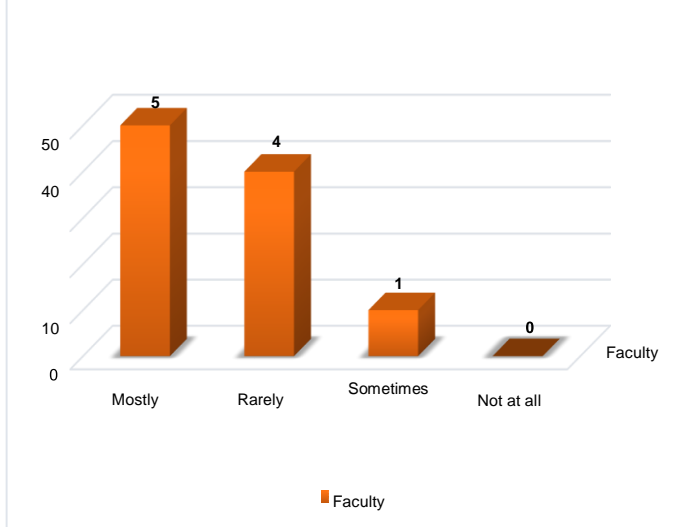


Table.No.2 WORK CULTURE SUPPORTIVENESS

Experience	No of Respondents	Percentage
Mostly	25	50 %
Rarely	20	40 %
Sometimes	5	10 %
Not at all	0	0 %
Total	30	100%

Fig.No.2 Work Culture supportive of the Organization



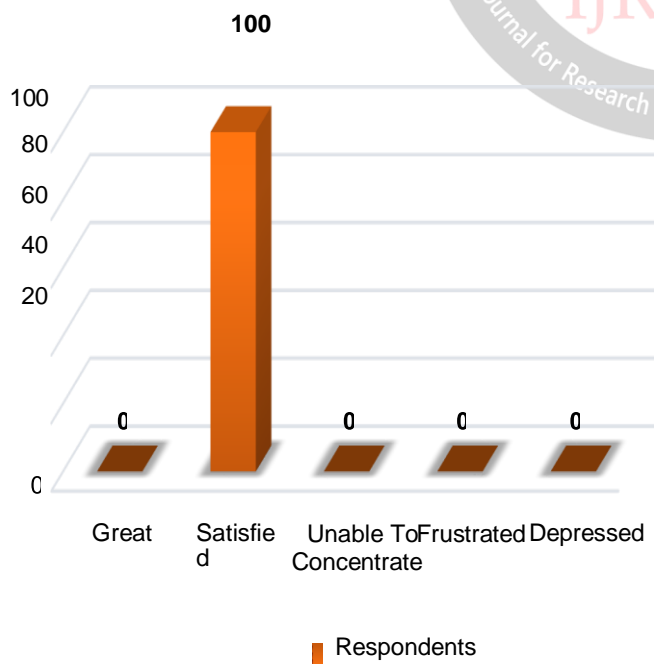
INTERPRETATION

The graph shows a different result because the half of the respondents say that the organization provides supportive work culture at the same time 40% of respondents say work culture supportive is rare in the organization.

Table.no 3 working condition of the organisation

Basic	No of Respondents	Percentage
Great	0	0 %
Satisfied	50	100 %
Unable To Concentrate	0	0 %
Frustrated	0	0 %
Depressed	0	0 %
Total	50	100%

Fig.No.3 Working Condition of the Organization



INTERPRETATION

From the above table and graph, it is clear that all workers are satisfied with working condition of the organization.

WEIGHTED AVERAGE METHOD

Give weights on a five-point scale for the factors influencing faculty decision, where 1 being the lowest and 5 being the highest weight.

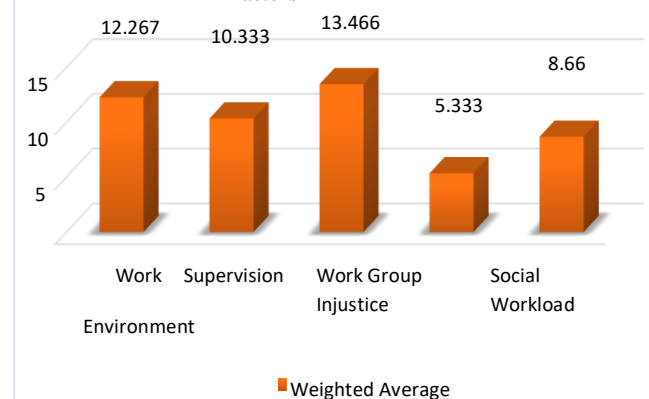
Table.No.4 MOST STRESS RELATED FACTORS

Weights	Work Environment	Supervision	Work Group	Social Injustice	Workload	Total
1	3	0	0	35	12	50
2	7	20	8	5	10	50
3	11	15	4	5	15	50
4	11	5	16	5	13	50
5	18	10	22	0	0	50
Total	50	50	50	50	50	

Table.No.5 Ranking the Factors On the Basis of Weighted Average

Most Satisfactory Infrastructure Facility	Weighted Average	Rank
Work Environment	12.267	2
Supervision	10.333	3
Work Group	13.466	1
Social Injustice	5.333	5
Workload	8.66	4

Fig.No 4. Most Stress Related Factors



INTERPRETATION:

It can be concluded that, the first rank goes to Work Group, most of the respondents found work group is the most stressed factor. Second rank goes to the work environment. Supervision gets the third rank, fourth rank belongs to the workload and the last position goes to the social injustice

V. CONCLUSION

Workplace stress is the result of people's interactions with their work environment. Stress is an individually experienced event, and it is improbable that two people will react to the same collection of stressors in the same way due to differences in perception and experience. Humans benefit from a low level of stress because it helps them function better. Individuals and organisations must look into ways to reduce the risk of stressful situations and assist people in coping with stress. People can either learn a variety of coping methods to help them cope with the effects of stressful situations, or they can try to change the situation in which they find themselves.

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