

A Study on Signs and Symptoms of Stress and Steps to Reduce Its Harmful Effects with Reference to Amara Raja Batteries Pvt. Ltd

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ABSTRACT

Stress is actually a normal part of life. At times, it serves a useful purpose. Stress can motivate you to get that promotion at work. But if you don't get a handle on your stress and it becomes long-term, it can seriously interfere with your job, family life and health. Everyone has different stress triggers like heavy workload, poor management, more responsibilities, fear, Attitude and perception. Life stresses can also have a big impact. So stress level will differ based on personality and how you respond to situation. The present study focused on signs and symptoms of stress and steps to reduce its harmful effects.

Key Words: Stress, motivate, promotion, heavy workload, poor management, more responsibilities

1. INTRODUCTION

Change in working practices, such as the introduction of new technology or the alteration of new technology or the alternative of targets, may cause stress, or stress may be built into an organization's structure. Organizational stress can be measured by absenteeism and quality of work. An organization with a high level of absenteeism, rapid staff turnover, deteriorating industrial and customer relations, a worsening safety record, or poor quality control are the effects of stress.

DEFINITION OF STRESS:

CAUSES OF STRESS OR SYMPTOMS:

WORK STRESS:

- ❖ Unhappy in job
- ❖ Heavy work load and Lack of Team work
- ❖ Too much Responsibilities
- ❖ Termination
- ❖ Discrimination

“A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning”.

Stress in individual is defined as any interference that disturbs a person's healthy mental and physical wellbeing. It occurs when the body is required to perform beyond its normal range of capabilities.

Stress is the way that you react physically, mentally and emotionally to various conditions, changes and demands in life. High level of stress can affect physical and mental wellbeing and performance.

LIFE STRESS:

- The death of a loved one
- Loss of job
- Increase in financial problems
- Fear and Uncertainty
- Attitudes and Perception

- ❖ Harassment at work
- ❖ lack of co-operation

Unrealistic expectations
Emotional Problems

SIGNS OR EFFECTS OF STRESS ON HEALTH:

Short-Term Effects:

- ❖ Headache
- ❖ Fatigue
- ❖ Difficulty sleeping
- ❖ Difficulty concentration
- ❖ Upset stomach
- ❖ Irritation

Long-Term Effects:

- ❖ Depression
- ❖ High blood pressure
- ❖ Abnormal heartbeat
- ❖ Heart disease
- ❖ Weight gain or loss
- ❖ Skin problems

STEPS TO REDUCE STRESS:

- ❖ Meditation and Prayer
- ❖ Spending more time with family
- ❖ Better working conditions
- ❖ Rational allocation of work
- ❖ T&D
- ❖ Relaxation
- ❖ QWL
- ❖ Casual meetings and Discussions
- ❖ Participating in Games & Sports

Review of Literature: Uma Devi .T, Stress is man's adaptive reaction to an outward situation which would lead to physical, mental and behavioral changes. She said these are the stress coping strategies like stress management programs, physical activities planned in job design, life style modification programs, finding triggers and stressors, supportive organization culture, stress counseling programs, and spiritual programs. DolaSaha, Rajesh Kumar Sinha, Kankshi Bhavsar, their study showed that the prime sources of stress were underpayment, excessive workload, inadequate staff, & being involved in the emotional distress of patients. It has been found that a proper workload management

policy can manage stress in these personnel. Eric S. Parilla, It was found out that the middle level employees experienced the highest degree and level of stress compared to the other job positions. As to the relationship, personal characteristics are not correlated to job stress while job position is correlated with job stress. T. O. Oladinrin, O. Adeniyi, & M.O. Udi, Stress impairs the mental, emotional, thinking and knowing abilities and this has negative impact on the work productivity. Revati C. Deshpande, the present study the importance OF Yoga, meditation and soothing humor to cope up with the workplace stress. Katherine M. Richardson and Hannah R. Rothstein, Meditation, relaxation, and deep-breathing interventions are designed to enable employees to reduce adverse reactions to stress. Maria CARACOTA DIMITRIU and Andrea MITOVSKI, stress within an organization is managed at two levels: al organizational level by organizational arrangement, and at personal's level by individual's arrangement. Prerana. R. Huli. The reasons for Stress during adolescence are disturbed family dynamics, peer pressure, inability to cope with studies, drug abuse, and lack of competence. Gro Ladegård, workplace coaching may be effective in reducing stress, specifically for individuals that are able to acquire increased work planning skills through coaching. Zarghuna Naseem & Ruhi Khalid, positive thinking, positive emotions and positive behavioral qualities that enhance human potential in various domains such as work, coping with stress and health. Gaurav GD, Krushna GM and Trivedi AA, Workers who are working in unorganized sectors have moderate to extreme level of stress. Their organizations are less likely to be successful in a competitive market. Kumar Sunil and Roorprai K. Y., this study indicates that the

low and high level of Emotional Intelligence establish relationship to some extent with stress and anxiety.

2. RESEARCH METHODOLOGY:

2.1. NEED FOR THE STUDY:

Workplace stress is relatively the latest trend of contemporary life. Defining stress its root causes, symptoms and impact on persons. The study identifies the various factors which lead to job stress and suggests measures that contribute to the improved productivity by balancing the physical and mental health.

2.2. STATEMENT OF THE PROBLEM:

The aim of the study is to find out the causes of occupational stress within the organization and the implication on job satisfaction and intention to leave and absenteeism.

2.3. OBJECTIVES OF THE STUDY:

- ❖ To know the signs and symptoms of job stress and their impact.
- ❖ To suggest suitable steps to reduce job stress at organization.

2.4. RESERCHDESIGN: Descriptive research.

2.5. SAMPLE DESIGN: Simple random sampling.

2.6. SAMPLE TECHNIQUE/METHOD: Questionnaire method.

2.7. SAMPLE UNIT: Amara raja batteries pvt ltd, karakambadi, tirupathi.

2.8. SAMPLING SIZE: sample size is 108employees.

2.9. SOURCES OF DATA COLLECTION: primary data and secondary data.

2.10. LIMITATIONS:

- ❖ The sample size taken for the research is small due to the constraint of time.
- ❖ Employees are busy with their work.

- ❖ Employee's availability during the survey was a constraint.

3. DATA ANALYSIS:

3.1. The following table which shows the causes of stress or symptoms and its ranks:

Causes Of Stress or Symptoms	Mean	Rank
Getting tired easily	2.093	18
Get irritated	2.148	16
Feel unable to cope up with all	3.259	10
Depressed and trapped	2.407	14
Working conditions	2.296	16
Physical environment	2.315	15
Time pressure	4.130	2
Lack of cooperation	2.130	17
Family problems	2.824	13
Little relaxation	3.593	6
More work	2.963	12
Lack of job stability, security	3.519	8
Redesigning of jobs	3.833	5
Aggressive superior	3.565	7
Strict working	3.204	11
Over competitive culture	4.417	1
Lack of management support	3.926	3
Lack of teamwork	3.907	4
Rules and regulations	3.500	9

The above table 3.1 shows that the Major Causes of Stress or Symptoms of stress according to its ranks. The first major cause was over competitive culture, Time pressure was second, Lack of management support was third one, Lack of teamwork was fourth one, Redesigning of jobs was fifth one, and little relaxation was sixth one, Aggressive superior and so on.

3.2. The following table which shows the Steps to reduce stress and its ranks:

Steps to reduce stress	Mean	Rank
Meditation and prayer	3.852	4
Spending more time with your family	3.250	8
Improving working conditions	2.852	10
Rational allocation of work	3.731	6
Financial motivations	3.833	5
T&D programs	2.5	11
Family counseling	3.917	3
Relaxation	2.935	9
Quality of work life	4	1
Casual meetings and discussions	3.583	7
Participating games and sports	4.296	2

The above table 3.2 shows that the steps which reduce the stress according to its ranks. The first step was Quality of work

life, second one is Participating games and sports, Family counseling was the third one, Meditation and prayer was fourth one, fifth which is Financial motivations, sixth one is Rational allocation of work, Casual meetings and discussions which is seventh one, Spending more time with your family was eighth one, Relaxation which is ninth one, Improving working conditions was tenth one and T&D programs was eleventh step based on its ranks.

3.3. The following table which shows the Chi-Square Tests:

Statements	P Value
Irritation	62.955 ^a
Feel unable to cope up	44.369 ^a
Depressed and trapped	83.043 ^a
Working conditions	43.268 ^a
Family problems	53.220 ^a
Competitive culture	42.804 ^a
Meditation and prayer	42.447 ^a

The above table 3.3 shows that the chi-square calculated value and the table value at 12 degree of freedom at s0.05 level of significance is 21.03, where the chi-square calculated value is greater than the table values that indicates the peoples are accepted the above statements which are causes and steps to reduce stress.

4. CONCLUSION

Now-a-days the working conditions are becoming more automatic and stressful with each passing day. Moreover the employees themselves should consider that their health and personal life is more important than the professional life. They need to pay attention to their health and work also.

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