

A STUDY ON STRESS MANAGEMENT WITH REFERENCE TO EMPLOYEES OF CONSTRUCTION COMPANIES IN BANGALORE

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Abstract

“The study on stress management among the employees was taken up for the purpose of understanding how the technology plays a vital role in increasing or decreasing the stress level of the employees in the organization and for this purpose the study is carried out in few construction Companies and the factors of both stress and distress causing to them and the measures that could be taken by the employees and the management to avoid the stress levels is studied. The data was collected from structured questionnaire, primary and secondary data. Primary data was collected through questionnaire and personal interview method. Secondary data was collected through company manuals, product brochures, company websites and annual reports. Some of the recommendations are to manage the stress level of the employees are they should conduct workshops on stress management to the employees on a regular basis. They should conduct extracurricular activities at the work place and the employees should get good support from their superior or the top management and the employee should be satisfied with his work.

Keywords: Stress, Stress Management Technique, Stress Administration.

1. Introduction

In many countries, employers have a legal responsibility to recognize and deal with stress in the workplace so that employees do not become physically or mentally ill. The role of technology in different forms like smart phones and ipad’s and different social websites highly contribute towards the stress in employees and it is impacting the work of employees.

It is important to tackle the causes of stress in the workplace as stress at work can lead to problems for the individual, working relationships and the overall working environment. These issues may include lowered self-esteem and poor concentration skills for the employee. The employer may suffer from increasing customer complaints, staff turnover and days lost to sickness.

Managing stress in the workplace is therefore an essential part of both individual and corporate responsibility. In today’s economic difficulty, work related stress is even more pronounced than ever before. Worries about whether or not people will be able to keep their homes, plays a large role in stress, and the possibility of losing a job can be scary. Another word for stress is tension or anxiety. When someone experiences stress, there are many different symptoms can become serious and cause a myriad of problems. The heart rate increases, headaches can develop, and often people become irritated much more easily. Individuals who work in high stress or dangerous jobs as well as those who are employed at a place where there is high pressure environment are often prone to experiencing stress. Work environment, coworker relations, and customer pressures can all contribute to stress at work. Understanding how to manage, minimize, and deal with stress can help people feel more relaxed and react when stressful situations as they arise.

2. Objectives of the Study

- To study on stress levels of the employees.
- To understand the use of technology in stress management.
- To analyze the reasons as to why employees, face stress.

2.1 Data Analysis and Interpretation

To study on stress levels of the employees.

2.1.1 How Often you Face Stress Situation in Your Organization?

Table 1: Table showing stress situation faced in organization according to the employees

Particulars	No of Respondents	Percentage
Mostly	15	21.42%
Rarely	38	54.29%
Sometimes	17	24.29%
Not at all	0	0%
Total	70	100%

Analysis: The results reveal that, 21.42% of employees chose stress situation faced in organization according to them was Mostly. 54.29% of employees chose rarely.24.29% of employees chose Sometimes.

2.1.2. Do you feel that the work environment in your organization is stress free?

Table 2: Table showing if the work environment in the organization is stress free

Particulars	No of Respondents	Percentage
Yes	30	43%
No	40	57%
Total	70	100%

Analysis: The above table reveals if the work environment in the organization is stress free. Out of 70 respondents, 43% respondents agree that the work environment is stress free and 57% respondents disagree that the work environment is stress free.

2.2 Data Analysis and Interpretation of Objective 2

To understand the use of technology in stress management.

Table 2: Table showing employees stress related issues

Particulars	No of Respondents	Percentage
Mobile videos	7	10%
What's up chats	45	64%
Mobile games	10	14%
Computer games	5	7%
Others	3	5%
Total	70	100

Inference: It is found that 64% of the respondents keep browsing what's up chat to relieve their stress followed by playing mobile games of and others hold others ways of relieving stress

2.3 Data Analysis and Interpretation of Objective 3

To analyze the reasons as to why employees, face stress.

2.3.1 Most of your stress are related to?

Table 3: Table showing employees stress related issues

Particulars	No of Respondents	Percentage
Work environment	18	26%
Supervision	29	41%
Work group	17	26%
Social injustice	6	9%
Total	70	100%

Analysis: The above table reveals that out of 70 respondents, 26% respondents told that their stress related issue was due to Work environment. 41% respondents it was due to Supervision. 26% respondents it was due to work group and 9% respondents it was due to Social injustice.

2.3.2. Is the top Management pressure the main reason for stress?

Table 4: Table showing whether the work pressure from the top management the main reason for stress

Particulars	No of Respondents	Percentage
Yes	39	56%
No	31	44%
Total	70	100%

Analysis: The above table reveals whether the work pressures the main reason for stress. Out of 70 respondents, 56% respondents told that the top management pressure is the main reason for stress and 44% respondents told that the top management pressure is not the main reason for stress.

2.3.3 Does the extended working hours seem tedious to you?

Table 5: Table showing whether the extended working hours seem tedious to the employees

Particulars	No of Respondents	Percentage
Yes	36	51%
No	34	49%
Total	70	100%

Analysis: The table above reveals whether the extended working hours seem tedious to the employees. Out of 70 respondents, 51% respondents feel that the extended working hours is tedious and 49% respondents feel that the extended working hours is not tedious.

3. Conclusion

We have seen so far the introduction to Stress Management, the effects of Stress Management on the productivity on the employees towards the organization which is again been researched practically on the employees of Construction Company. We have gathered information from various sources too, apart from the data gathered from the employees through questionnaires. And all this data has been discussed and summarized till now and the practical data results have summed up. Hence the results, conclusion and suggestions that have been deduced here are as accurate as the data that the employees have together provided to us. The inputs taken from the employees are however limited to the number of employees that we have chosen to conduct the research on. The results would change with respect to each employee's perspective, role in the organization and many other reasons. Our conclusion can only be narrowed down to the limited number of employees and according to the data interpreted from them. As we are living in technology era, people are adopting and taking the support of mobile technology to reduce stress level of the employees. We see that most of the employees are mainly stressed because of the following reasons: dealing with customers/colleagues, reaching targets/deadline, stressful task from the top management, etc. Organization must play an important role in managing the stress of the employees. The employees may not work effectively in the organization when they are under stress. So the organization must find effective ways to reduce stress and make them feel more comfortable at the work place. The employees should feel free to communicate to their respective heads if they have any problem in the organization.

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