

RESEARCH ARTICLE

AN ANALYTICAL STUDY: STRESS MANAGEMENT OF AN EMPLOYEE IN TRIOANGLE MINDS TECHNOLOGY PVT LTD, MADURAI

Aishwarya T. ^{1*}, Tamilselvi V. ¹, Velmurugan B. ¹

¹Department of Management Studies, NPR College of Engineering and Technology, Natham, Dindigul, Tamil Nadu, India.

*Corresponding Author: Aishwarya T.

Abstract: At present scenario, most of the employees are facing stress at many organisations. The organisations in India need a clear and comprehensive legislative frame work for promoting cordial stress free environment in the organisation, which will enhance the productivity and health of the industrial sector in India Stress is the psychological and physical state that results when the resources of the individual are not sufficient to cope with the demands and pressure of the situation. Stress can undermine the achievement of goals, both for individual and for organisations. Stress in excess quantity can cause harmful effects on the body, mind and psychology of employees. Employees may experience stress in the workplace when they have overwhelming workloads, too few advancement opportunities and ineffective ways to resolve conflicts with one another, delay in job completion, and deterioration of the power organisation, depression and feeling of helplessness and over sensitivity are the major impact of stress on the productivity of professionals. In order to minimize stress, delegating some work, share burden with colleagues, leave and time off work with family and loved ones, as well as reducing work overtime ranked highest as strategies for stress management. An attempt has been made through this article to know the Causes of stress among employees and the techniques used by employees to cope with the stress generated at workplace.

Keywords: *Stress, Legislative framework, Causes, Techniques, Stress management, Legality.*

Article Received: 04 June 2024

Revised: 17 June 2024

Accepted: 21 June 2024

INTRODUCTION

The Concept of Stress

This chapter defines and explains the concept of stress with regards to its definition, terminology, its types, the sources of stress and it further expounds on how stress can be managed to a bearable level. For the purpose of details, this chapter is divided into four subsections with the first developing a conceptual understanding or definition of stress. The second deals with the various types of stress followed by the root causes of stress and ends with ways stress can be managed. Definition of Stress In today's fast paced world, it is impossible to live without stress (Aswathappa, 2010).

It is a worldwide phenomenon that occurs in various forms in every workplace. In today's work life, employees are often required to work strenuously for over long period of time

as their responsibilities keep rising (Dolliver, 2004).

Stress is common in every type of job and people must face it in every facet of life. Stress has been defined in various ways over the years. Stress is scientifically described as that response of an individual to the outcomes of the external environmental conditions that place excessive psychological, behavioral and physiological pressures on that individual.

It involves how an individual respond to external pressures. A dynamic condition in which an individual is confronted with an opportunity, constraints, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important (Arnold and Feldman, 1986).

Relationships between Job Stress and Job Performance

Stress being a status happens when an individual recognizes that the conditions that are facing them maybe more than their endurance. It results from an imbalance between demand and resources. Job stress has become a frequent problem across occupations as many organizations nowadays demand a lot from their employees to outrun their competitors. This has led to the built up of numerous stressors that further create challenging and stressful situations for individuals. Several studies concluded have shown that job stress negatively affect employee performance considering the various factors involved and especially employee job satisfaction (Appaiah, 2017).

A study similar to this was conducted which reveals that factors such as workload, role conflict and inadequate monetary reward are prime source of stress that decreases employee performance (Divya et. al., 2023). The impact of occupational stress among teachers and found out that, stress causes teachers to absent, increase tendency to quit and less likely to pursue teaching career, hence negatively correlated. The relationship that exists between these two has been very contentious as it animates within the academic cycles. However, there is surprisingly a mixed result within different organizational setting.

Four types of relationship has been projected to exist which include: the negative linear relationship which is to the effect that productivity decreases with stress, stress which is not negative can have tremendous impact in that productivity may increase as a consequence of stress (eustress), thereby implying a positive relationship between the two, thirdly, there can be a Unshaped or curved relationship whereby delicate stress may increase productivity an initio up to a certain level or peak and thereafter it declines as the person gradually descends into a state of distress (Baron and Greenberg, 2003).

Two Faces of Stress

- Constructive Stress (Eustress)
- Destructive Stress (Distress)

Constructive Stress (Eustress)

Constructive Stress (Eustress) acts in a positive manner for the individual and the organization, e.g., Winning a contest, falling in love. Eustress is the pleasurable stress that accompanies positive events.

Destructive Stress (Distress)

Destructive Stress (Distress) is not healthy for individual and organization. Distress would indicate effects that are out of balance or outside the tolerance limits. Distress is the unpleasant stress that accompanies negative events (Sangeetha et. al., 2023).

Common Causes of Stress

Stress is the things that cause stress. It is important for an organization to understand and be able to recognize stress or because they cause job-related stress, which influence work attitude and behavior of employees. The major causes of stress are given below.

- Organizational Stressors
- Personal Stressors

Occupational Demands

Some jobs are more stressful than others. According to The National Institute for Occupational Safety and Health, the following jobs are considered to be more stressful: Laborer, Secretary, Inspector, Chief Laboratory technician, Office manager, Foreman, Manager/administrator, Waitress/waiter, Machine operator, Farm owner, Miner, Painter. Certain jobs seem to contain a high amount of in-built stress in the form of time pressures, too many meetings, difficulties in meeting standards, inter-personal games etc., especially at higher levels.

According to Parasuraman and Alutto, at lower level sale so stress-producing situations emerge on technical grounds (equipment breakdown) or role frustration (low status, inadequate supervision) (Caral Lopes, Dhara, 2016).

STATEMENT OF PROBLEM

The Information Technology (IT) industry is characterized by a fast-paced, competitive environment that often places significant demands on employees. Long hours, tight deadlines, technical challenges, and job insecurity are common stressors faced by IT professionals. Chronic workplace stress not only impacts employee well-being but also

affects productivity, job satisfaction, and organizational performance.

OBJECTIVE OF THE STUDY

- To understand about the factor playing crucial role for creating stress among the employees.
- To explore the stress related problems of the workers.
- To reveal the relationship between stress and performance.
- To ascertain the factors responsible for stress in an organization.
- To find out the employees capability to manage stress.
- To find out the impact of stress on job performance.

Need of the Study: Effective stress management helps you break the whole stress has on your life so you can be happier, Healthier and productive .The ultimate goal is balances life with time for work relationship relaxation and fun and the resilience to hold up under pressure (Nivethigha,2023).

Scope of the Study: This conceptual study helps to know about the factors causing job stress and explains how the job stress factor affecting the performance of the employees. This study has made an attempt to bring out the modern coping strategies followed by the employee and the employers to overcome their stress and to improve their performance (Velmurugan, 2024).

HYPOTHESIS OF THE STUDY

A hypothesis is an assumption that is made based on some evidence. This is the initial point of any investigation that translates the research questions into prediction. It includes components like variables, population and the relation between the variables. A research hypothesis that is used to test the relationship between two or more variables (Murugeswari, 2022).

RESEARCH DESIGN

This study involves the descriptive research design. It includes surveys and fact findings of different kinds, which is one of the most suitable ways to carry out projects. The main purpose of this research design is it has no control over the variables. It gives report only what has happened or what is happening.

The study was conducted for a period of 3 months. The type of research conducted was descriptive, because the employee's opinions are qualitative in nature. It can only be analyzed and described.

Descriptive research design In this research study, the researcher has used descriptive research design. Descriptive study, Who, What, When, Where, How are the questions for researcher to find their answers during the study. A descriptive study may be simple or complex. This research study topic is according to the descriptive study. I have needed to find that all answers of these questions which come in descriptive study (Boothby and Clements 2002).

Sampling The basic idea of sampling is that by selecting some of the sample from the population, researcher may draw conclusions about the sample study and generalize for entire population. A population element is the individual participant or object on which the measurement is taken.

Sample method: The research was made only for 50% of employee so it is considered to be a convenience sampling

Sample Size: Sample size is a part of target population, carefully selected to represent the population.

- Population: 150 to 200 Employees.
- Sample Size: 104 Employees.

RESEARCH METHODOLOGY

Research methodology is the road map or itinerary used by this researcher to accomplish the goals of this research. This chapter describes the research design which has been used in this study, the various procedures and processes employed to collect and analyze data.

METHOD OF DATA COLLECTION

Primary Data

Primary data are collected afresh and for the first time, it us the data originated by the researcher specifically address the research problem. In this study, primary data is collected through questionnaire. To understand the employee satisfaction in the organization

Secondary Data

Secondary data is collected from internet, registers, records, journals, articles, magazines and annual reports of the organization.

Tools for Data Analysis and Interpretation

In order to do the work properly, an insight about the product, about the organization, about the employees was necessary. For this purpose an extensive study was initially done about the Employee Satisfaction After the initial study, the survey was started in order to get the questionnaire filled by them. It is systematically applying statistical techniques to describe and illustrate and evaluate data. An essential component of ensuring data integrity is the accurate and appropriate analysis of research findings.

ANALYTICAL TOOLS FOR THE STUDY

- Percentage Analysis
- Chi- square test
- Correlation Analysis

COMPANY PROFILE: TRIOANGLE TECHNOLOGY

Trioangle is the team of experienced web and mobile developers with the belief to offer a better solution. It's all started with passion and it made us stand unique in the business. We all together are trying to create new successful entrepreneurs all over the world and we have done it so far! With the latest technologies & frequent upgrades in the products, we always satisfy our customer needs.

Within a short span of time, we constantly try to support our clients to start their entrepreneur journey with the best quality products in all sectors like rental business, eCommerce business, food ordering, delivery business, on-demand services, online classified business, and much more. We believe it's just the beginning of our journey and there is a lot more way to go

DATA ANALYSIS AND INTERPRETATION STRESS LEVEL DUE TO EXTRA WORK

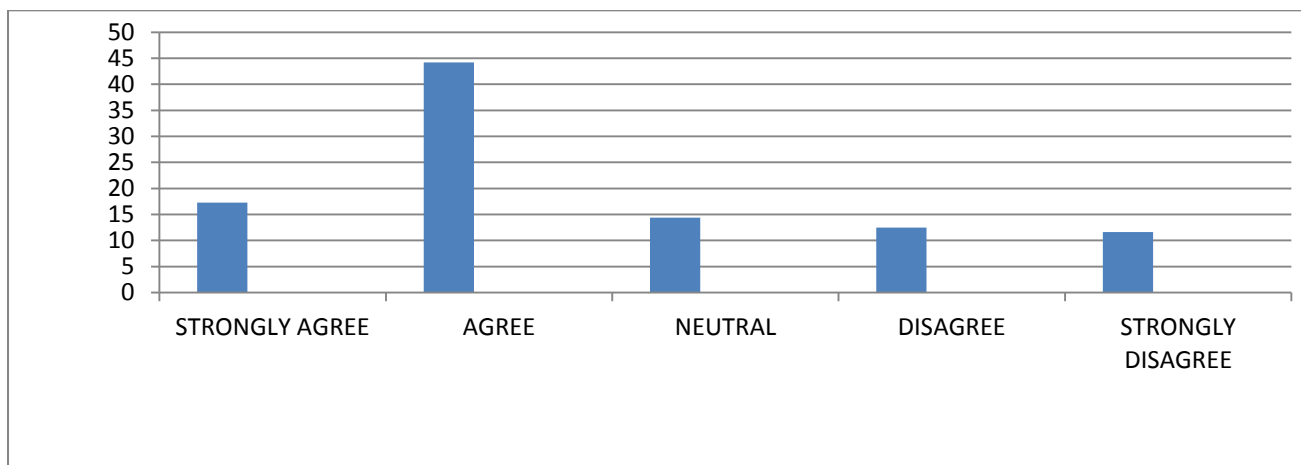


Figure 1: Comfortable with the teammates on accomplishing task

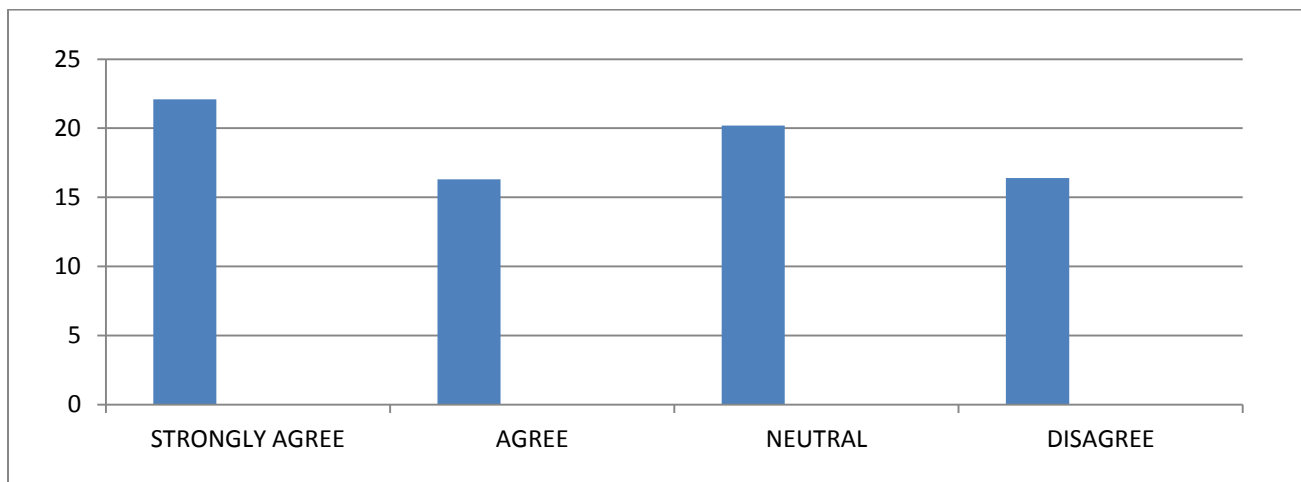


Figure 2: Variety of tasks that are often annoying

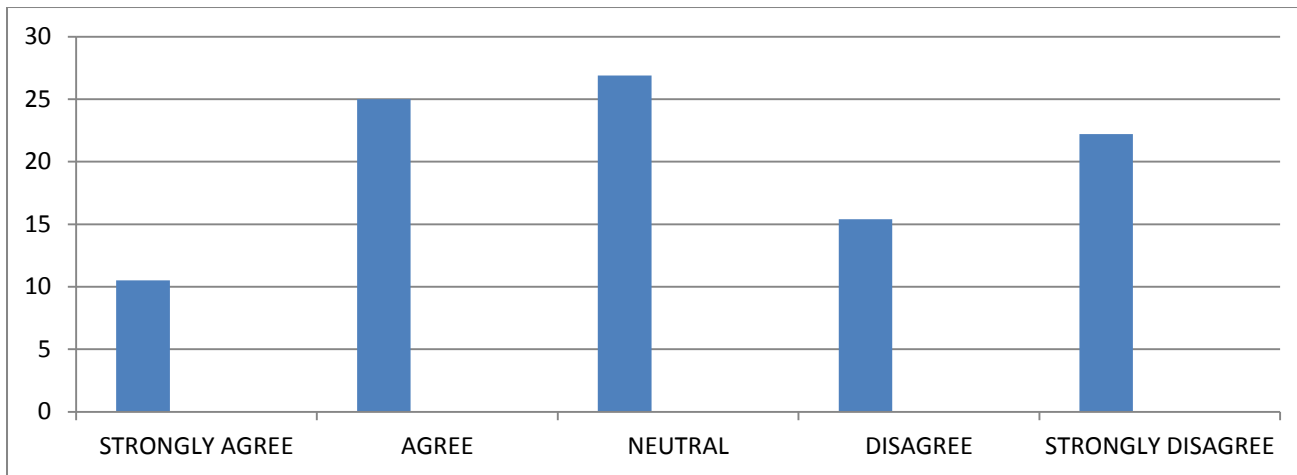


Figure 3: Controlling people positively without any conflict

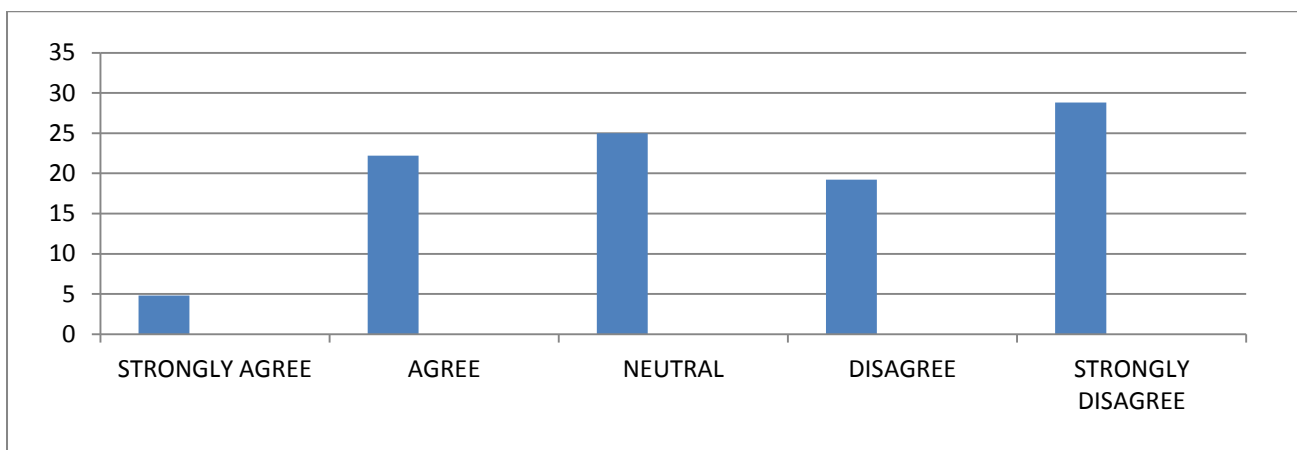


Figure 4: Controlling people positively without any conflict

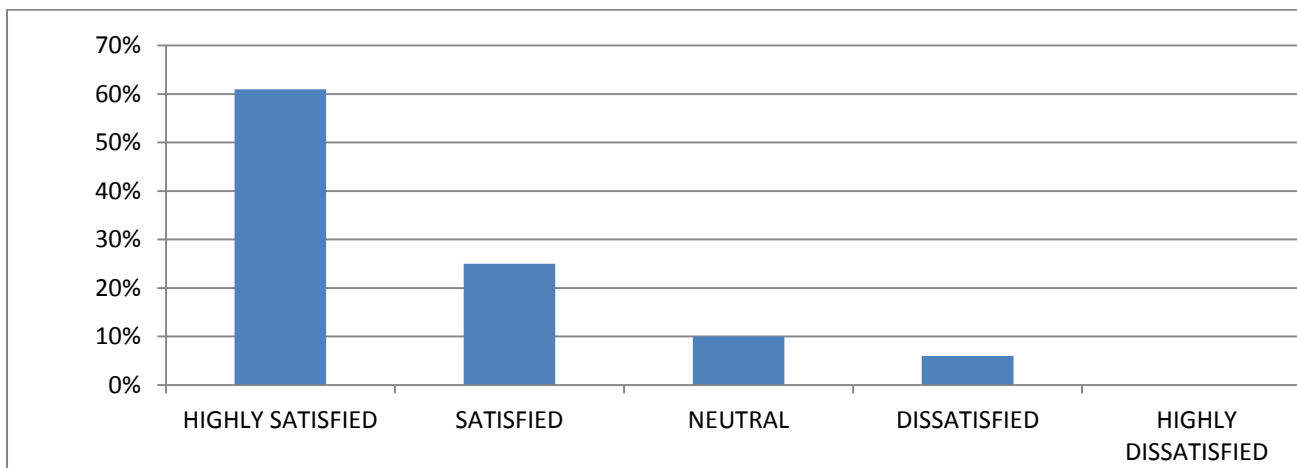


Figure 5: Different tasks in job makes employee to feel overloaded

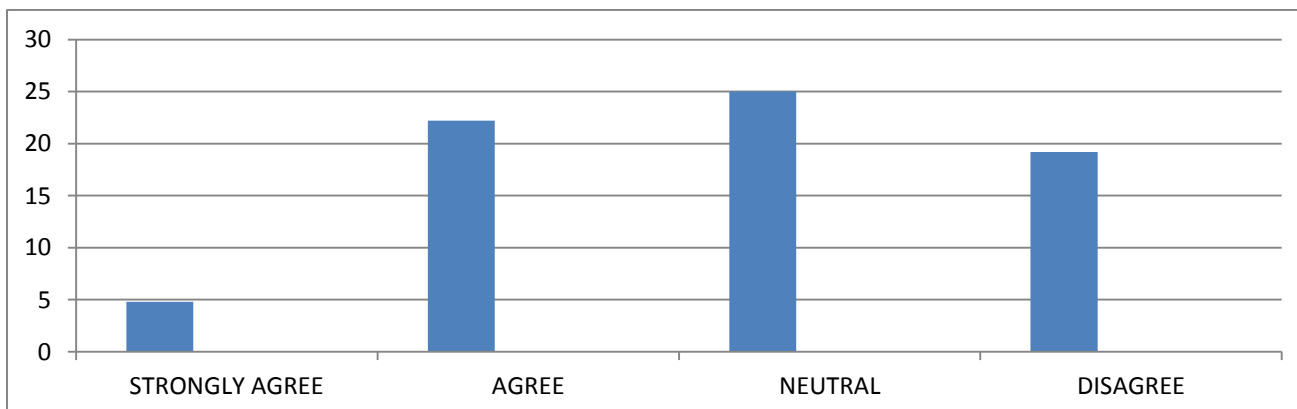


Figure 6: Different tasks in job makes employee to feel overloaded

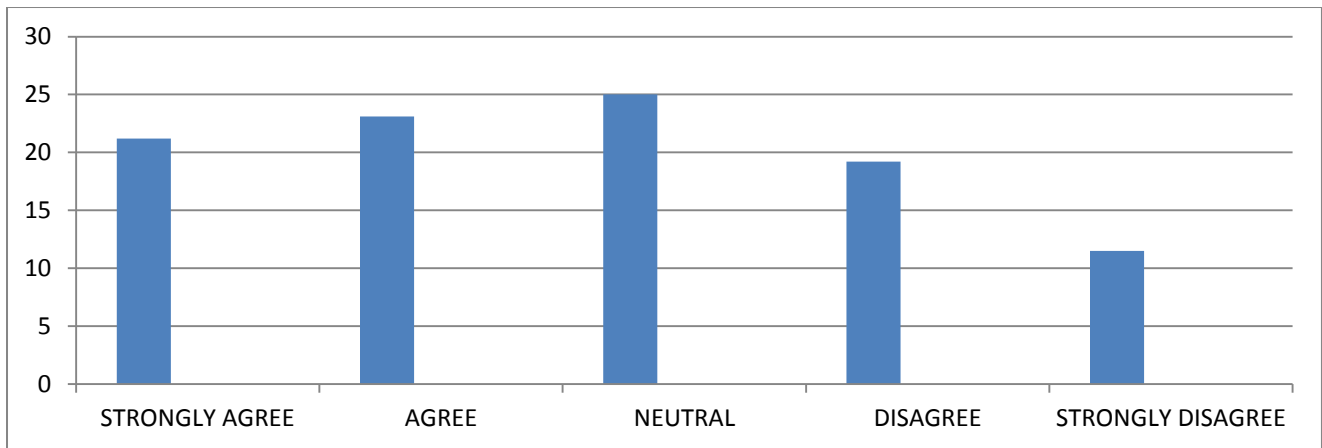


Figure 7: Stress leads to sickness and absenteeism

SUGGESTIONS

- The employer may arrange counseling for employees to relieve their emotional stress.
- The company may arrange training and development program to develop their skill and knowledge.
- Recreation can be arranged to relieve the employees from stress.
- The employees can be taught to practice relaxation techniques as a means of their training program.
- The employees can practice yoga & meditation to get relieve from the stress.
- The management should take steps to assign work equally to all the employees so that the employees stress will be reduced.

CONCLUSION

Thus the effectiveness of the stress management in Trioangle Minds Technology private limited is surveyed by using a questionnaire and interviewing method. And the data collected are analyzed and the solution and recommendation suggested by the employees are enlisted.

The stress management is the leading fact that each and every organization should concentrate so that they can keep an eye on their performance and productivity. The management should do the stress management process. All the employees should be treated equally and the business tactic of managing without any dissatisfaction is necessary. This trend will definitely lead to empower employees which is the aspiration of not only Trioangle Minds Technology private limited but for all companies

REFERENCE

1. Appaiah Asamoah, (2017), "The impact of occupational stress on employees' performance: A study at Twyford oil palm plantation limited", African Journal of Applied Research, Vol. 3 No.1, pp.14-25.
2. Arnold, J.H. and Feldman, D.C. (1986), "Job Satisfaction. Organisational Behaviour, McGraw-Hill, Inc., USA, pp. 85-113.
3. Aswathappa, K. (2010), Organizational Behavior, Himalaya Publishing House, Karnataka, India.
4. Baron, A.R. and Greenberg, J. (2003), Organizational behaviour in organization: Understanding and managing the human side of work. Canada: Prentice Hall.
5. Boothby, J.L. and Clements, C.B. (2002), "Job satisfaction of correctional psychologists: Implications for recruitment and retention. Professional Psychology Research and Practice, Vol. 33, No.3, pp.310-315.
6. Caral Lopes, Dhara Kachaila (2016), "Impact of job stress on employees performance in banking sector", International Journal of Science Technology and Management, Vol. No. 5, pp. 103-115.
7. Divya Bharathi, B., Binith Muthukrishnan, K., Velmurugan, B. (2023), "HR analytics and its moderating factors-A review in Kasim Textile Mill Private Ltd, Madurai", International Journal of Interdisciplinary Research in Arts and Humanities, Vol. 8, No. 1, pp.74-77.
8. Dolliver, M. (2004), "Workers are surprisingly satisfied, though they have their complaints", Adweek, Vol. 45, pp. 36.

9. Murugeswari, S., Jambulingam, S., Velmurugan, B. and Binith Muthukrishnan, K. (2022) "Challenges of women leaders and managerial effectiveness in it industry in Coimbatore", *Ann. For. Res*, Vol. 65, No. 1, pp. 6725-6731.
10. Nivethigha, R. P., Divyabharathi S. and Velmurugan, B. (2017), "Business ethics, values and social responsibility to an entrepreneur", *International Journal of Research in Management & Business Studies*, Vol. 4. No.1, pp.18-21.
11. Sangeetha, M., Tamilselvi, V. and Velmurugan B. (2023), "A study on employee absenteeism: Study At Sri Vinayaga containers, Dindigul", *International Research Journal of Education and Technology*, Vol. 5, No.6, pp.140-143.
12. Velmurugan, B., (2024) "AI insights deciphering India's ascendancy through the digital library: Navigating the digital realm India's odyssey towards information equity and technological eminence", *Improving Library Systems with AI: Applications, Approaches and Bibliometric Insights*. IGI Global, pp. 285-293.