

A Study on Stress Management With Reference To Dhana Lakshmi Textile Limited

Ch. Lakshmi Narahari, Kalpana.Koneru

Abstract— This study in DLT limited a technical textile business association studies the stress factors for the employees and mentions the solution for minimizing the stress effects. High stress jobs refer to work, which involves hectic schedule and complex job tasks that result into imbalance between personal and work life. This study is inadequate within the Low equal of employees.

Key terms: Stress, association, individual, techniques.

I. INTRODUCTION

Stress Management has become a most important and valuable method to boost the employee morale and the company's productivity in all companies. All the associations have tacit that the employees play a key role and they should be out of stress to give a high-performance atmosphere. There are varieties of methods to manage stress in associations. High stress jobs refer to work, which involves hectic schedule and complex job tasks that result into imbalance between personal and work life. Overburden may affect bodily fitness of separate resultant into unsuccessful work and sorrow among employees leading to inequity in household or individual life also. Due to improper job role project, improper working conditions, underutilization of skills and association al politics the employees could be stressed. There are lots of individual stressors like role uncertainty, psychological hardiness, and type of personality that affect the confidence of the employees as aentire. Effective stress management should speechless the stressors and it is obvious that no method can completely eliminate stress but only can curtail it to negligible level. And the associations are trying to curtail and cope up with the stress factors by applying various trends and methods in curtailing stress. DLT limited is a practical textile business association and this study is applied in one of its trade plants, which is at Hyderabad. The production plant consists of Type cord fabrics, fastening fabrics and coated fabrics trade machines, which are worked by more than hundreds of three hundred employees. This study is very useful in finding the stress issues for the employees and to analyze the solution for curtailing the stress effects. The results and proposals can be used in all units and other manufacture plants too, which would be helpful for active conservation and management of stress of the staff.

Revised Manuscript Received on April 25, 2019.

Ch. Lakshmi Narahari, Research Scholar, Department of Management Studies, Vignana's Foundation for Science Technology and Research, Vadlamudi, Guntur, India.

Dr. Kalpana.Koneru, Associate Professor, Department of Management Studies, Vignana's Foundation for Science Technology and Research, Vadlamudi, Guntur, India.

II. STATEMENT OF THE PROBLEM

A study on stress management in DLT Limited Business will be done in the low level of employees since the management of the business feels that the employees working in the equipment units and the manufacture plants face a lot of stress. There are many employees working in day and night shifts. About 150 employees work in purposeful floor handling manufacture and machines. The study examines the separate stressors and association al stressor in a trade unit DLT Limited.

III. OBJECTIVES

- To study the socio-economic contextual of the employees of DLT Ltd. Hyderabad
- To study the impact of association al factors that gives stress for the employees.
- To study the impact of the separate factors that donates stress for the employees.
- To study the physical and behavioral penalties that result due to stress.
- To mention suitable coping strategies to overawed the stress as favored by the employees of the association.

IV. SCOPE OF STUDY

A study of stress management in DLT Ltd. Hyderabad including of 280 employees under various groups in Low level of association al ladder like Work associate department, Learners department, Part leader's department. The Top management suggested in studying, the Low level of association and to the disclose the stress factors moving them and also the overwhelming strategies preferred by the staffs. This study is incomplete within the Low equal of employees of DLT Ltd.

V. THEORETICAL BACKGROUND

Hoskins and Sherry 1 have identified the factors affecting leadership position of staff nurses, Brooks and Jason² has concluded the factors that have relationship with work stress and life of executives. Moffitt and Karen Rogers³ have stated the modeling relationship of stress with job satisfaction, association al commitment and turnover. Shane and Jon⁴ have studied the various factors that influence the performance of police people.

Atkins and Nancy 5has studied the influence of spirituality on wok stress. **Spinal Matthew F.,** revealed a research in the association among traveler stress, work meeting, and proactive behavior of employees. The purpose of this study was to explore driver stress and its relationship with association al behaviors. First, it sought to regulate if there was a relationship between driver stress and work engagement. Second, it was designed to determine if there was a relationship between driver stress and individual initiative at work. Third, it sought to determine if there was a relationship between driver stress and learning- goal orientation. Mierswa and Mark7 have studied the emotions at work place that create stress and the factors that lead to team work and competence. Sims and Doreen 8have inspected the job factors and impact on behaviors of personnel of front-line social service. **Collins, Allison E.,** 9 studied promoting well-being in the workplace which was a tailored approach to stress management. Work stress is associated with profound individual and association al consequences Peg Games10 have painted the positive factors of stress. Philip dewed and Michael O'Driscoll11 has studied various interferences and triggers of stress. James Striker; Leonard Dim berg; Bernhard H Lies12 studied the individual and association al perspectives of stress. **Fitzgerald, Shillelagh, (1991)**13 studied the stress- illness association among managers The investigation of the factors that contribute to health and illness is one that inherently involves psychological as well as physiological processes. The main

purpose of this research was to investigate the links between two factors - burnout and illness - and range of personality and ecological conditions.

VI. RESEARCH METHODOLOGY

The data group involves both primary and secondary data group and they are collected from the own sources. The primary data is calm by the help of a survey from Low equal employees of association (Work subordinate, learners and Area leaders) comprising of association al factors and separate factors of stress. The minor data is collected from online database, records and the journals obtainable as sources of data.

VII. SAMPLING METHOD AND RESULTS

There are around 280 employees in the lower equal region and they are to be analyzed for stress management efficiency of which there are three groups namely

- Effortassociates-153
- Learners-132
- Area Leaders-48

The Sampling technique shadowed is stratified random sampling and data is collected from 85 employees under the required field of study based on numerous strata like work connections, learners and area leaders.

Table: 1 Demographic classification of the respondents

Age (yrs)	%	Educational level	%	Experience (yrs)	%	Income level (Rs)	%	Gender	%	Marital status	%
21-30	17.6	ITI	2.4	1-5	4.7	5k-7k	16.5	Male	68.2	Married	45.9
31-40	14.1	Diploma	50.5	6-10	32.9	8k-10k	4.7	Female	31.8	Single	54.1
40 -50	36.5	PG	1.2	10-15	34.1	11k-13k	21.2				

Source: Primary Data

Table: 2 Descriptive statistics of demographic variables

Particular	N	Mean	Std. Deviation
Age	88	2.94	1.087
Gender	88	1.31	.464
Marital status	88	1.56	.500
Educational level	88	2.49	.567
Experience	88	3.23	.867
Income	88	3.47	.970

The overhead table shows details about the educational requirement of the workers in the work associate section. About 50.5% of the employees were found to be certificate holders and the second uppermost 45.9% was found to be UG receptacles. Only 2.4% of the workers are found to be with ITI and the least was 1.2% of workforces with the PG degree.

The involvement levels of the work strength were also observed. The association is actually gifted to have the maximum percentage of employees of about 34.1% who have already served 15 years and overhead in the same association. This shows the faithfulness level of the

employees. Then the second highest cadre is found in the 6-10 years of experience level (32.9%). Then originates the category of 11-15 years served employees position third with 28.3% of employees. The last is the 1-5 years of knowledge level where the fraction is found to be very less i.e. 4.7%.

The above table reveals additional details concerning the income level of the employees under the survey cluster. 57.6% of the perpetrators were in the Rs.13000 and above group due to their facility level and the knowledge level in the association. The second highest is 21.2% of the employees who stood in the Rs.11000 – 13000 group. The least was 4.7% in the Rs.8000-10000 cluster and 16.5% was creating in theRs.5000-7000.

Table: 3 Reliability Statistics for demographic variables

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.099	.015	6

Source: Primary Data From the value Cronbach's Alpha.099 it known that the dependability of the scaling used for defining the stress level is suitable and reliable.



Table 4 Percentage analysis of Association al stressors

Particulars	Strongly agree (%)	Agree	Neutral	Disagree	Strongly disagree	Total
Job role	0	4.7	18.8	31.8	44.7	100
Company infrastructure	0	0	14.1	58.8	27.1	100
Leadership (task oriented)	0	0	47.1	43.5	9.4	100
Timing of the job	9.4	0	9.4	68.3	12.9	100
Salary allowances issues	0	0	5.9	36.5	57.6	100
Incentive issues	0	0	23.5	61.2	15.3	100
Transport	0	9.4	45.9	30.6	14.1	100
Canteen facilities	0	17.6	30.6	30.6	21.2	100
Refreshment facilities	0	23.5	5.9	44.7	25.9	100
Noise pollution	13	37.6	15.8	16.5	17.1	100
Lack of participative mgmt.	0	5.9	21.2	57.6	15.3	100
Job prone to physical Threats	12.9	10.6	22.4	15.3	38.8	100
High targets and high Concentration	45.9	17.6	12.9	9.5	14.1	100

Source: Primary Data

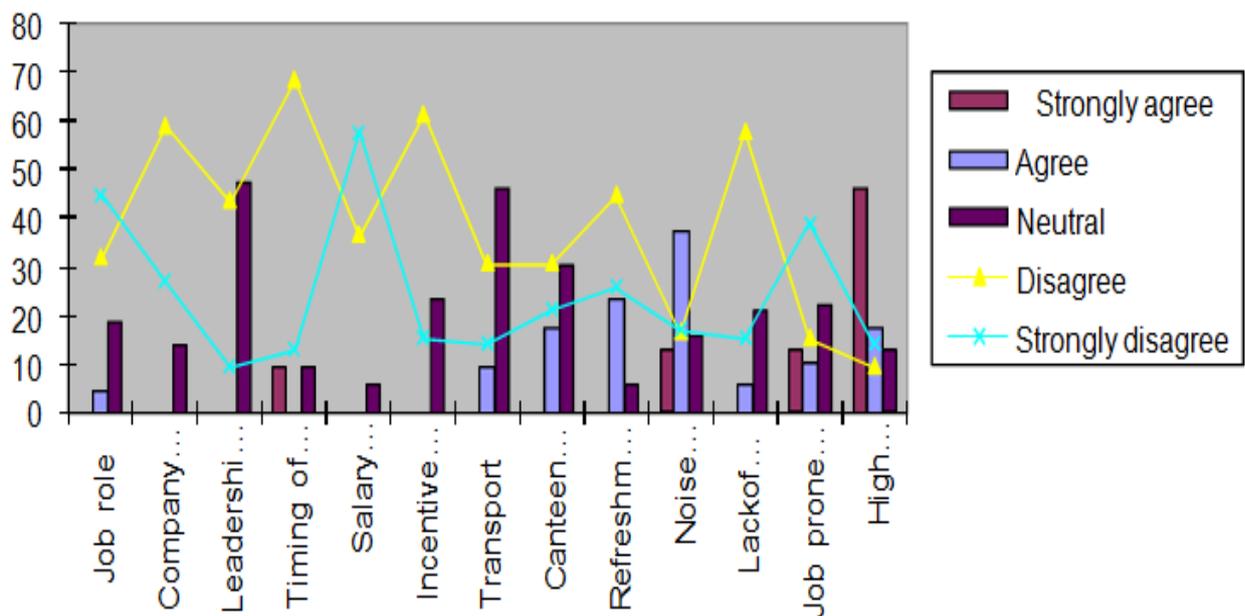


Chart: 1 Percentage analysis of Association al stressors

Suggestion al stressors (table: 4 and chart: 2) have a substantial importance. There is a substantial amount of asset in human resources in an association and it rises if people work in corrupt and stressful situation. Organizational culture that leads to “dysfunctional culture”. When the human resources have negative view, stressed, they feel valueless in working such association. They also show less attention in achieving association al objectives along with separate objectives. The self-worth of the separate is lost and self-pity and stress is results in lesser productivity, creativity and job displeasure

This table 2 and chart: 1 is helpful in analyzing the various association al factors that create impact on stress level of employees... Various factors like job role, company infrastructure, leadership type, timing of the job, salary issues, transport and canteen facilities, renewal facilities, noise effluence, lack of participative management, job prone to physical threats, high targets etc. In the percentage analysis, each and every factor is analyzed. And the fraction of people contract and difference are clearly recognized.

About 37.6% of the defendants have said noise as a

stressor. About 17.6% of the people agree that the high targets and high attentiveness creates stress. 57.6% of the defendants have said that salary allowances are not a stressor in the association.

Above all these factors 45.9% of the people accept powerfully that high mark is one of the main stressors of the association. Work pressure and targets are UN avoidable in the work place but if it develops excessive and irrepressible it creates stress and it can

Damage employee’s health and finally business presentation. High targets can be a reason if there is incongruity between the effort request on one hand and employee likely, skill level on the other hand. As per WHO (1986) health doesn’t mean that absenteeism of illness but also cerebral and bodily well-being.

Excessive and incontrollable targets are due to poor planning and work design. Based on study, work related hazards can be repetitious job, long duration of job and Heavy marks and work load. Further two hypotheses has



been spoken to test the significant affiliation of the association al and separate factors of stress with age

Null hypothesis: 1 there is no significant relationship between age and association all factors.

Table: 5 ANOVA showing the relationship between age and organizational stressors

Particulars	Sum of Squares	do	Mean Square	F	Sig.
Between age	10.523	3	3.508	2.560	.060
Within association al Stressors	115.102	84	1.370		
Total	125.625	87			

Source: Primary Data

From the above table 3 is clear that intended value is 2.560

and table value is 2.713, and it is more than the intended value so the null hypothesis is put ative. Age does not play a predominant role with connotation al stressors. The shared view point that aged people are over stressed compared with newly hired young employees. But the association stressors are more excited and it makes an inequity in personal life and it act as a root cause for employee stress at all levels of age. It also creates health difficulties and leads to ineffective work, absence, aloofness, role imprecision and disappointment. Incompatible demands and dissatisfaction in job will make the person to lose the control over fitness, which has no significant association with age. The hope from job diverges with age, the cause of stress also varies, but stress is continuous at all levels of age.

Table 6 Percentage analysis of the Individual stressors

Particulars	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Role ambiguity	5.9	16.5	0	37.6	40	100
Psychological hardiness	9.4	0	24.7	43.5	22.4	100
Personality wise flexibility	3.5	0	54.1	15.3	27.1	100
Personal life factors reflected to work	0	4.7	23.5	53	18.8	100
Lack of self respect	0	18.8	29.4	9.4	42.4	100
If affected by bodily diseases	9.4	23.5	23.5	28.2	15.4	100
Threat to job security	12.9	20	37.6	22.4	7.1	100

Source: Primary Data

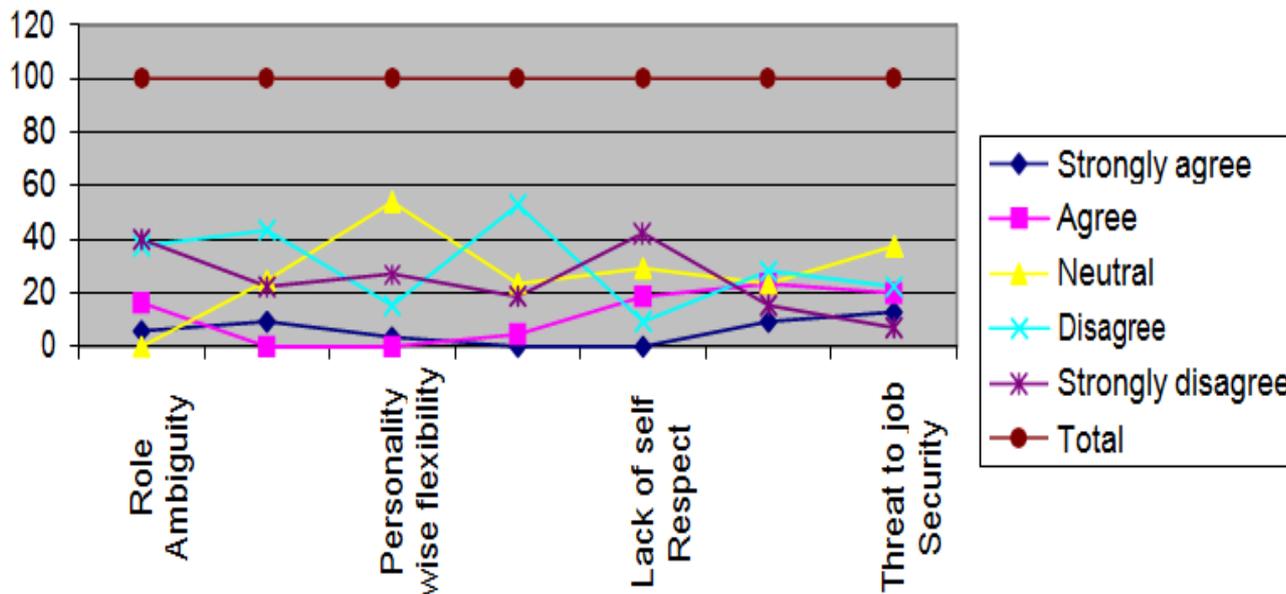


Chart: 2 Percentage analyses of the Individual stressors

This table 5 and chart: 2 are helpful in examining the awareness of people towards the separate factors that have an influence on stress level. Among the reasons bodily diseases, lack of job safety and role uncertainty are noted factors that create stress in. In the percentage analysis, each and every factor is examined and the fraction of people agreed and affected are clearly found out.

This table clearly shows that 12.9% of the total defendants strongly agree that the threat to job safety is one of the major factors of stress. 20% of them agree that job security is a factor of stress if not providing by the association. 42.4% of

the workers agreed that the lack of self-esteem is never a stressor in the association. 40% of the defendants strongly affect to the fact that the role ambiguity in the association makes a stress. Their view is to reveal that the role indecision is not a subject in the association.

Null hypothesis: 2 there is no significant relationship between age and individual factors.

Table: 6 ANOVA showing the relationship between age and Individual stressors

Particulars	Sum of Squares	do	Mean Square	F	Sig.
Between age	4.918	3	1.639	.214	.887
Within individual stressors	644.672	84	7.675		
Total	649.591	87			

Source: Primary Data

From the above table 5 is clear that intended value is .214 and table value is 2.713, and it is more than the intended value so the null hypothesis is accepted. The stress moves each person separately irrespective of the age level. The broad-mindedness level to cope with stress differs with age for the persons.

Table: 7 Reliability Statistics for organizational variables and separate variables that create stress

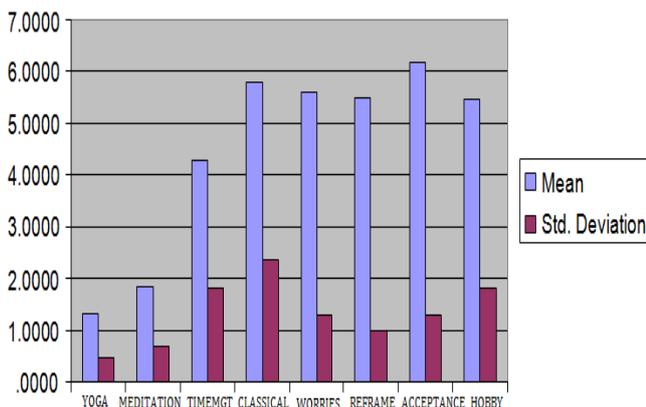
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.210	.260	20

Source: Primary Data

From the value Cronbach's Alpha .210 and it is known that the reliability of the scaling used for measuring the impact of association al stressors and separate stressors on persons is suitable and reliable. Hence, the deduction that the level of age together with the association al and separate stressors has no association with stress amongst the people is proved.

Table: 8 coping methods to stress- Life style management Techniques

	N	Mean	Std. Deviation
Yoga	88	1.3182	.46844
Meditation	88	1.8409	.67613
Time management	88	4.2955	1.83928
Classical music	88	5.7727	2.36705
Worries	88	5.6023	1.30022
Reframe of strategies	88	5.5114	.99417
Acceptance	88	6.1932	1.30303
Hobby	88	5.4659	1.80643



The personality and personal happiness determine what sort of perception and mindset individuals need to cope with stress. An joint holistic method is needed to increase the positive urge or energy with in individual, which let out stress. The composition of Yoga, Consideration, Time Management, Classical Music, Unique productive and unproductive worries, Stop the action and reframe, Receipt, Getting in to a pastime called "Life style organization Methods".

The respondents are surveyed (table: 6 and chart: 3) and they are asked for the proposals to recover from stress in their connotation. Among the 85 respondents surveyed, 85% of them have said that they are in need of yoga and 82 % need to have formal technical meditation exercise to keep them free and fit mentally without stress. The next maximum recommendation goes to the option of time organization, classical music, distinguishing productive and fruitless worries; stop the action and reframe, receipt getting in to a hobby.

VIII. CONCLUSION

Thus, the efficacy of the stress management in DLT Ltd is measured using a questionnaire and questioning technique. And the data collected are analyzed and the solutions and references optional by the employees are enlisted. The stress management is a leading fact that each and every suggestion should essence so that they can keep an eye on their presentation and productivity.

The association s should be a watch dog in the stress administration process. All the employees nevertheless of his age, gender, experience, income, or any other importance should be preserved equally and the business tactic of handling without any dissatisfaction is essential. Today's associations are flattering a learning association by which the organization learns from mistakes. Employees themselves are attractive trainers of managing stress. This trend will certainly lead to empower employees which is the ambition of not only DLT Ltd but for all the businesses.

REFERENCES

1. Ajay Sheila, "The 4 Lane Expressway to stress management", Fifth edition, Unicorn Books,1986
2. David Allen, "Stress Management & Quality of life", Second edition, Pearson Publications,1980.
3. Jessica Macbeth, "Stress and Psychology", Workman Pub Co,1985
4. Jerrold S. Greenberg, "Comprehensive stress management" McGraw-Hill,, 2005
5. Martha Davis, "The Relaxation & Stress Reduction Workbook", Pearson Publications,1989.
6. Mike George "1001 Ways to Relax: An Illustrated Guide to Reducing Stress", First edition, Chronicle Books,2004
7. Olin, Margie Hesston, Hesston, "Stress Management for Life: A Research- Based, Experiential Approach", Thomson Learning publications,2006.
8. Richard Blond, "Coping With Stress in a Changing World", McGraw-Hill College,2006.
9. Dr Mesh Sharma "'Stress Management', Third edition, Macmillan India Press,2005.

