

## **Stress Management Atam Corflexible India Private Limited , Chennai**

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### **ABSTRACT;**

Human resource management is inherent in all organizations and at all levels. It is not confined to industry alone. It is equally useful and necessary in government, armed forces, banks, sports organizations and the like. Management of human resource is an ongoing or never-ending exercise rather than a “one shot” function. Hans Selye the father of stress is a medical researcher first used the term “Stress” to describe the body’s biological response mechanism. He defined stress as “the non-specific response of the body to any demand”. To study the demographic profile of the respondents. To identify the factors causing stress among employees in Amcor Flexible India Private Limited.

**Keywords:** Stress, Demand, Respondents.

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### **INTRODUCTION;**

Human resource is the major asset to any kind of organization. Human resource management is concerned with managing people at work. It is concerned with employees as individual and groups. It is the task of dealing with human relationships within the organization. It is the process of achieving the best fit between individuals, jobs, organizations and the environment. It is the process of bringing people and organizations together so that the goal is achieved. It is concerned with developing potential of employees so that they get maximum satisfaction from their work and give their best efforts to the organization. It takes into account the personality, interests, opportunities and capacities of employees. It seeks to help the employees to realize their full potential. Human resource management is inherent in all organizations and at all levels. It is not confined to industry alone. It is equally useful and necessary in government, armed forces, banks, sports organizations and the like. Management of human resource is an ongoing or never-ending exercise rather than a “one shot” function. Human resource management is concerned with helping an organization achieve its objectives in the future by providing for competent and well-motivated employees. It attempts to obtain willing cooperation of people for the attainment of the desired objectives. Managing of human resources is a challenging job due to the dynamic nature of people. It is, therefore, necessary to handle it fully. It is not simply managing people but

administering a social system.

### **STRESS;**

In the modern times, stress has become a buzzword and legitimate concern for people of all walks of life. In fact, no one is immune to stress. Right from the time of birth till death, an individual is invariably exposed to various stressful situations. Hence, stress is a subject which is hard to avoid. Stress has become a much and widely talked about phenomenon in corporate world because it is a costly business expense that affects both employee's health and corporate profits. Stress featured in the Indian corporate world since 80's when Indian market turned competitive. But now, it has become a subject of great concern and action. Stress bears debilitating effects on both the employee and the employer.

Hans Selye the father of stress is a medical researcher first used the term "Stress" to describe the body's biological response mechanism. He defined stress as "the non-specific response of the body to any demand". According to him stress is the spice of life, the absence of stress is death. The word stress is derived from the Latin term "Stringers" which mean "to draw tight". Stress is a pressure condition causing hardship. It is an internal phenomenon and a mental attitude. Stress is generally believed to have a deleterious effect on health and performance. But a minimum level of stress is necessary for effective functioning and peak performance. It is the individual's reaction to stress which makes all the difference. Whether some thing is felt to be a stressor or not depends on the individual's point of view.

### **CAUSES OF STRESS;**

The various factors that causes stress can be grouped as under:

Personal Factors and

Organisational Factors

### **COMPANY PROFILE;**

#### **ABOUT US:**

Established in 1990, Amcor Flexible India Private Limited, an ISO 9001:2008 certified company, has emerged a global pioneer in the plastic and packaging field in the past two decades. We concentrate our diligence and expertise to manufacture and supply master batches of high-grade quality and competitive pricing that are delivered on-time. We hold thriving business relations across the globe, with numerous satisfied clients in India, Africa, East Europe, Latin and South America, and Southeast Asia. Due to the sterling performance in exports, we have been conferred the status of Star Export House by the Government of India.

#### **OBJECTIVE OF THE STUDY;**

To study the demographic profile of the respondents.

To identify the factors causing stress among employees in Amcor Flexible India Private Limited.

To analyze the symptom and the coping strategies adopted in Amcor Flexible India Private Limited.  
To suggest measures for stress free environment among employees.

#### **SCOPE OF THE STUDY;**

This study will help the organization to know the present Occupational Stress among the employees.

This study helps to know the expectation and willingness of the Occupational Stress among the employees.

This project can be a base for the students who are doing the project in the later days.

The Recommendations and Suggestions of the study can also be applied to similar projects and similar situations.

#### **RESEARCH METHODOLOGY;**

##### **RESEARCH DESIGN;**

Research methodology is the systematic way to solve the research problem. It gives an idea about various steps adopted by the researcher in a systematic manner. Research design is considered as the framework or plan for the study that guides as well as helps the data collection and analysis of data.

A research design or model indicates a plan of action to be carried out in connection with a proposed research work. It provides only a guideline for the researcher to enable him/her to keep track of his/her actions and to know that he/she is moving in the right direction in order to achieve his goal. Research design is the plan, structure and strategy of investigation conceived so as to obtain answers to research questions and to control variance.

##### **TOOLS AND TECHNIQUES;**

The data collected has been analyzed by using the statistical tools like,

1. Percentage analysis
2. Chi-Square analysis
3. Correlation coefficient

#### **REVIEW OF LITERATURE;**

**Ashok and Kedar (2008)** explored the effects of organizational role stress, organizational climate and locus of control on job involvement. The results showed that the employees with high organizational role stress were less involved in comparison to the members of the low organizational stress group. The respondents who scored high on achievement, expect affiliation, and dependency dimensions of organizational climate were observed to be highly

involved in their job than those respondents who scored low on these dimension so for ganizational climate namely,,extension“and

„control“.Further, the employees categorized as external locusof control group showed lower degree of job involvement than their counter parts categorized as internal locusof control group.The study concluded that the higher authorities must keep their employees free from role stress and improve the organizational climate for achievingtheorganizational goals.

**Rajeswari (2008)** attempted to identify the stress situation of bank employees and their perceived behavior in order to assess the outcomeof stress in the clerical and officialcadre.The study found that there is asignificant negative relationship between stress and work experience, stress and income, stress and age and stress and family members. The study also revealed that extra organizational stressors were greater for married than unmarried people. The study suggested that at the organizational level steps should be taken to create a supportive organizational climate and cognitive training programmes should be given to widen the horizonof thought so forganizational participants. In fact, the management should identify the stress areas and formulate preventive management tactics.

**Yahaya, Opekum and Idown (2008)** investigated stress and coping strategiesamong employees in some selected banks in Nigeria. The parameters for measuringstress included work schedule, relationship with other staffs, job security, private lifeand relationship with customers. The two areas of coping strategies are combative andpreventive behaviours. The study revealed that there was no significant difference inthe stress experienced by male and female bankers. The study also indicated that thestress experienced by bank employee who were married and single were significantlydifferent while male and female as well as single and married employees adopteddifferent coping strategies. Thus there is a need for the banking industry to address theissue of stress in its sector to ensure effective job performance and enhance the goodhealthof its employees.

**Mosharraf (2008)** investigated the overall job satisfaction, propensity to quitthe job, job stress and dissatisfaction among the women commercial bank employeesin Bangladesh. The study revealed that the respondents perceived their job as highly stress ful and hadless intention to quit the job. Job satisfaction had significant negative impact on propensity to quit the job and stress. Lack of promotional prospects, poorsalary,lack of job status and long banking hours were the major causes of job dissatisfaction as perceived by the respondents. The study suggested that restructuring and redesigning the present banking will help job to reduce the stress forensuring better performance from the employees.

**Farooq (2009)** tried to examine how the stress level varied with the nature ofthe job of bank employees such as officers and clerks. The study revealed that most of the bank employees experienced medium to highlevel of stress at work.Rolestagnation,inadequacyof role authority and roleerosion were comparatively high rated dimensions of job stress. Role erosion, Role overload and personal/ resourceinade quacy were other potent sources of stress. The study further found out thatemployees belonging to the clerical cadre relatively experienced more stress on most of the dimensions.Thestudy

concluded that the periodic stress audit and stress management programmes should be encouraged in the banking organization to reduce the stress confronted by the employees.

TABLE-1 AGEWISE CLASSIFICATION OF RESPONDENTS

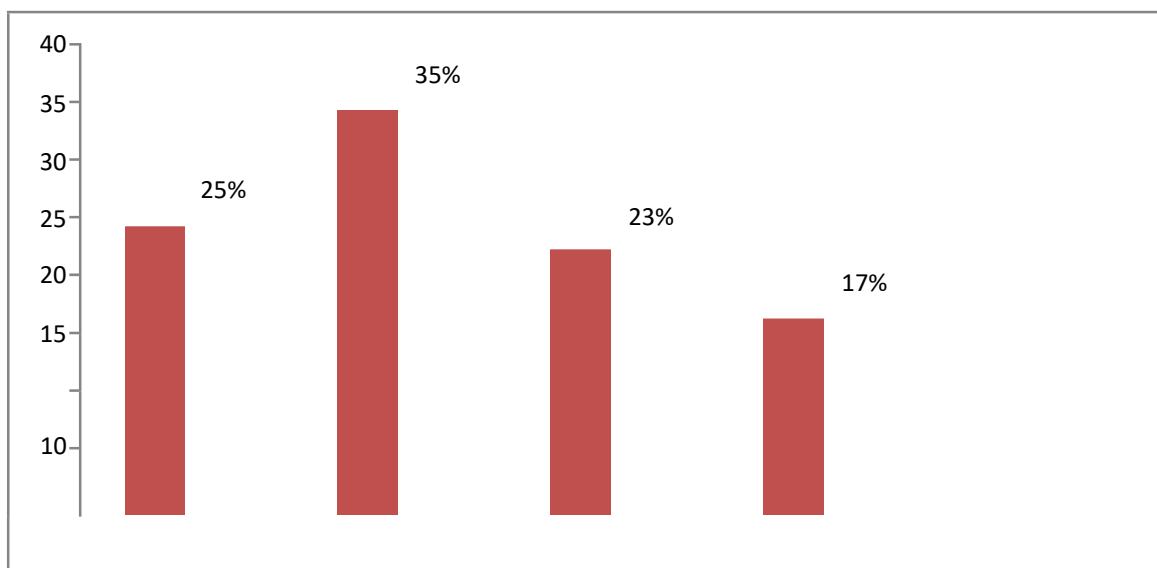
S.No	RESPONSE	NO. OF RESPONDENTS	% OF RESPONDENTS
1	18-25 Years	38	25
2	26-35 Years	52	35
3	36-45 Years	35	23
4	Above 45 Years	25	17
	TOTAL	150	100

Source: Primary Data;

Table 4.1 shows that 25% of the respondents are between the age group of 18-25 years, 35% of the respondents are between 26-35 years, 23% of the respondents are between 36-45 years and 17% of the respondents are above 45 years. It is clear that most of the respondents working in the organisation belong to the age group of 26

– 35 years. It can be concluded that maximum 35% of the respondents work at the age 26-35.

AGEWISE CLASSIFICATION OF RESPONDENTS



EDUCATIONAL QUALIFICATION

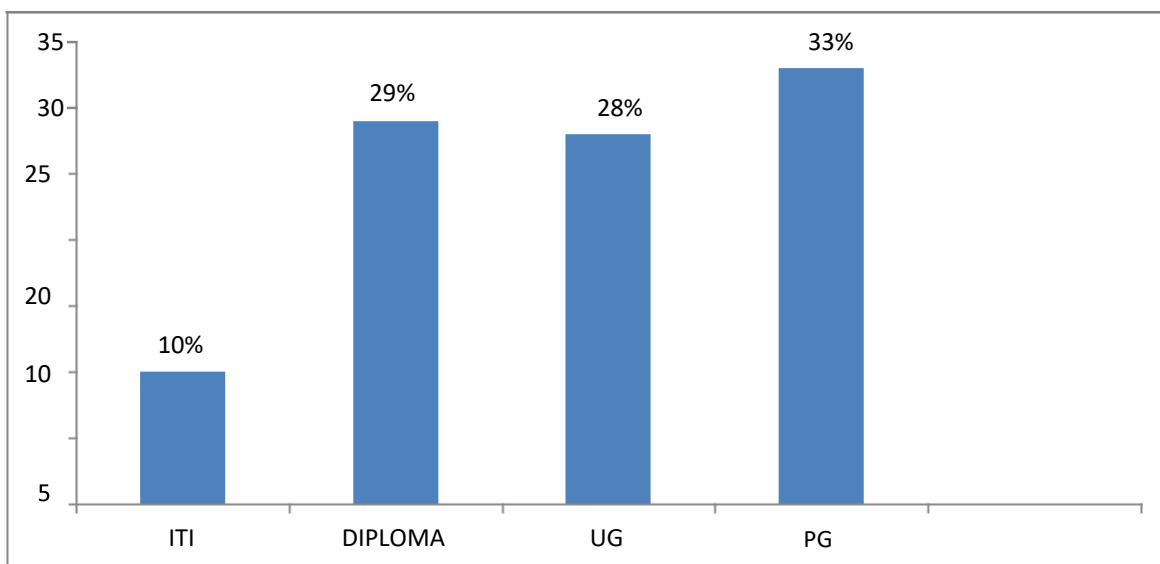
WISE CLASSIFICATION OF RESPONDENTS

S.No	RESPONSE	NO. OFRESPONDENTS	%OFRESPONDENTS
1	ITI	15	10
2	DIPLOMA	43	29
3	UG	42	28
4	PG	50	33
	TOTAL	150	100

**Source: Primary Data;**

Table 4.2 shows that 10% of the respondents were completed ITI, 29% of the respondents were diploma holders, 28% of the respondents are under graduates and 33% of the respondents post graduates. It is clear that 33% of the respondents were post graduates in the organization.

**CHART –2 EDUCATIONAL QUALIFICATION WISE CLASSIFICATION OF RESPONDENTS;**



**FINDINGS:**

- From the Study It is found that(35%) of the respondents belong to the age group of 26-35years
- From the Study It is found that(33%) of the respondent posses their degree
- As their education qualification.
- From the Study It is inferred that majority(65%) of the respondents belong to

- Male.
- From the Study It is found that majority (37%) of the respondents have less than 1 year so experience.
- From the Study It is found that 43% of the respondents in the considered Sample size belong to the Grass Root Functionaries.
- From the Study It is found that 39% of the respondents in the considered Sample size are earning less than 5,000.
- From the Study It is found that 44% of the respondents are agree with they Have to do lot of work in this job.
- From the Study It is found that 41% of the respondents are Agree with officer of ten give contradictory instructions regarding my works.
- From the Study It is found that 46% of the respondent are Agree with the Efficiency and productivity of many employees is trust upon me.
- From the Study It is found that 36% of the respondent ideas are asked and implemented.
- From the Study It is found that 39% of the respondents are Agree that they are Work with the person whom they like.

#### **HYPOTHESIS;**

H0: There is no significant relationship between Occupational Stress and Job Satisfaction

H1: There is significant relationship between Occupational Stress and Job Satisfaction

#### **SUGGESTIONS AND RECOMMENDATIONS;**

✚ At the time of recruitment, the work of HR manager is to select persons in such way that it becomes possible to avoid unnecessary circumstances giving rise to conflicts. The HR manager not only in the HR sector, but in general currently of ten inquires about the ability working on emotional stability, groups and skills of negotiations from the employee. This prevents the appearance of stress due to lack of communication. Especially in the HR sector where there is enormous pressure to the employees these things need to be followed meticulously to avoid stress situations.

✚ The best way to prevent stress in occupation and in life, generally is to follow a healthy lifestyle considering inclusion of sport, natural food, good sleep which can extensively improve health and well being. Employees must take active steps to communicate these benefits to their employees. Special health programs can be offered. Company employees can go in for periodical health checkup for their employees, make them participate in yoga and meditation. Currently, some companies are doing that in a small way, so the employees can overcome stress.

✚ Performance is delayed by stress because the individual facial signals of stress affecting productivity. Therefore, Management may enhance and improve formal organizational communication with employees to help reducing stress by reducing the role ambiguity. Open communication has a benefit

of resolving conflicts which arise between supervisors and subordinates.

✚ Since work load conflict is seen as high among employees in the Companies, the authorities should pay attention to solve these issues. Inadequate staff and unachievable target will put pressure to the employees this needs to be planned by the respective heads of various departments.

### **CONCLUSION;**

The study is the outcome of the title called "A Study on Occupational Stress among the Employees at M/s Amcor Flexible India Private Limited, Chennai. The study of Occupational Stress among the employees is to avoid the problems happen in workplace.

From the Study it is found that there are a number of factors that cause occupational stresses among employees in Companies. Managing and preventing stress depends on the culture in the organization. The key to deal with stress is to first identify its energizing as well as destructive effects. Culture should be one of openness and understanding, rather than criticizing and blaming. Constructing this type of culture requires active leadership and role models from the top of the organization. In this study, factors causing stress are identified and suitable stress coping strategies are suggested to the Companies and in turn increasing the employee performance and job satisfaction. When an employee sees opportunities for career advancement, getting diminished, it is perceived as a threat, which in turn, leads to increased job stress. The Company can encourage productive or positive stress by helping employees build challenges, assume responsibility and autonomy over time.

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