

A Study on Stress Management in Singareni Collieries Company Limited

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ABSTRACT:

In present scenario is an abundance of evidence has emerged demonstrating a close relationship between mental and psychological stress and professional work environment. It is now clear that more tension is associated with chronic diseases. Application of appropriate methods and adoption of scientific techniques is a outcome of systematic enquiry. In this article, we discussed the stress related matters pertaining to work and health problems and what are the strategies are using for releasing and controlling the stress in employees of Singareni Collieries Company Limited, Kothagudem.

Key Words:

Mental stress, Psychological stress, Work place, Depression, Employees, Techniques of stress, Anxiety, Family issues.

1. INTRODUCTION:

Stress is when we feel more tension, we are unable to handle work than you are stressed, your body responds as though you are in danger. It makes hormones that speed up your heart, make you breathe faster, and give you a burst of energy that is stress. Stress and strain plague life today. The world over people succumbs to life's trials and tribulations. Worry and anxiety overrun people's thoughts. Stress-related disease is reaching epidemic proportions, exacting a heavy toll on human life. Stress-management courses have mushroomed everywhere. They offer remedies to the problems of stress without getting to its root.

They have been tackling the problem from the wrong end. They believe that stress arises from external factors, environments. Stress is a normal physical and

mental reaction in the human body. In looking at the causes of stress, remember that your brain comes hard-wired with an alarm system for your protection. When your brain perceives a threat, it signals your body to release a burst of hormones to fuel your capacity for a response. This has been labeled the "fight-or-flight" response. Once the threat is gone, your body is meant to return to a normal relaxed state. Unfortunately, the nonstop stress of modern life means that your alarm system rarely shuts off. That's why stress management is so important. Stress management gives you a range of tools to reset your alarm system. Without stress management, all too often your body is always on high alert. Over time, high levels of stress lead to serious health problems. Don't wait until stress has a negative impact on your health, relationships or quality of life. Start practicing a range of stress management techniques today. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being. Some stress is normal and even useful. Stress can help if you need to work hard or react quickly. For example, it can help you win a race or finish an important job on time.

1.1.OBJECTIVES OF THE STUDY:

- To measure existing pattern of stress management among employees of SCCL
- Examine their influence on the existing pattern of stress management and suggest the related techniques required for that.

1.2.NEED OF THE STUDY:

- To find out root causes of stress in your personal life and professional life.
- To examine the soundness of the methods followed in reducing the stress.
- Learn healthy ways to relieve stress and reduce its harmful effects.
- Examine their influence on the existing pattern of stress management.

1.3.RESEARCH METHODOLOGY:

Application of appropriate methods and adoption of scientific techniques is an outcome of systematic enquiry. The present study is a questionnaire consists of multiple choices and it has distributed to employees of Singareni Collieries Company Limited, Kothagudem. Sample size is 50. This has an important bearing on the collection of reliable and accurate information as well as on the outcome of the study.

The collection of opinions of employees constituted the survey method in the study.

1.4.SCOPE OF THE STUDY:

The study to ensure fairly an adequate representation of all categories of Singareni Collieries Company Limited.

1.5.LIMITATIONS OF THE STUDY:

The present study is limited to employees of Singareni Collieries Company Limited, Kothagudem, Khammam District, Telangana State only.

2. REVIEW OF LITERATURE:

Review of the literature provides a basis for future investigation, an insight in to the problem It intensifies the need for data collection, relates the findings of one study to another with the hope to establish scientific knowledge. It can shed light on ways to improve the efficacy of the study and obtain useful advice on how to increase the effectiveness of data analysis and it can also unveil some promising methodological tools. It can also serve as a connecting link between the findings of the previous research that has been done in the problem area and the results of the proposed study. The purpose of the literature review is to convey the

reader what knowledge and idea have been established on a topic.

- Harish Shukla and Ms. Rachita Garg (2013) in their work on A Study On Stress Management Among The Employees Of Nationalized Banks appraised that Banking, like other services, has become one of the highly competitive sectors in India. The banking organizations, since the beginning of this decade, have been facing greater challenges in terms of technological revolution, service diversification and global banking. Stress is unavoidable on the part of the employees as the systems, procedures; techniques are getting complicated with the use of advance technology. Every employee cannot cope with such rapid changes taking place in the jobs. This will lead to arising of stress among employees.

- Ayyappan and M.SakthiVadivelb(2013) in their work on The Impacts of Occupational Stress of Selected Banking Sector Employees in Tamil Nadu aired that the Stress Management is getting more and more attention now-a-days, particularly in the financial sectors. There is no such thing like stress- free job. Everyone in their work is exposed to tension and anxiety as they gets through the duties assigned to them. Banking industry which is the backbone of the country's economy is not an exceptional one. The job nature of banking employees is very tedious as it involves the direct customer interaction in all levels. So this study aims to analyze the level of stress faced by bank employees who are under different categories from both public and private sectors of selected banks which resides in Tamilnadu. The level of stress faced by the employees in banking sector also growing rapidly. The present study clearly found that there is a significant relationship between type of the banks, gender, age, education , marital status ,length of the service, job role , family type , of the respondents and impact of occupational stress. So the banking sector employees should adopt new coping strategies for maintaining good physical and mental condition which will improve productivity level of the bank.

- According to N Kathirvel (2009) Stress is the reaction that people take due to excessive pressure or other types of demand placed on them. It arises

when they worry that they cannot cope. Stress is a demand made upon the adaptive capacities of the mind and body.

- RNeelamegam and S Asrafi (2010) in their article said that Stress is a general term applied to the pressures felt in life. Stress at work is almost inevitable in many jobs. It has become a major buzzword and a legitimate concern of the time.
- Dayo Akintayo (2012) found that working environment is significantly related to workers' morale and also working environment is significantly correlated with perceived workers' productivity.
- K.Chandrasekar (2011) found that environmental factors are conducive to work and he also found that factors that affect attitude of employees to work are- interpersonal relationships control over environment, shift, emotional factors, job assignment, overtime duty, extended work.
- L.S.Kang and R.S. Sandhu (2011) in their article said that Stress is an individual's state of mind in an encounter of a demanding situation or any constraint in the organization which s/he feels harmful or threatening for her/himself. Stress emerges from various energy seeping conditions in the working environment.

3. DATA ANALYSIS:

1) What are the basic reason/causes leading to stress?

Particulars	Target	Task	Goal	Job	Family	None Above
No of employees	13	13	4	10	4	6
Percentage	26	26	8	20	8	12

Table No. 01

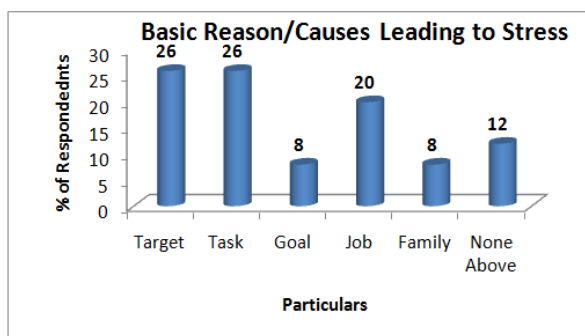


Fig. No.01

Interpretation: The above table shows that 26% of task and target are leading to stress and 20% of job is leading to stress.

2) With whom are stressed the most.

Particulars	HOD'S	Management	colleagues	Team members	Family	None above
No of employees	16	12	0	6	8	8
Percentage	32	24	0	12	16	16

Table No. 02

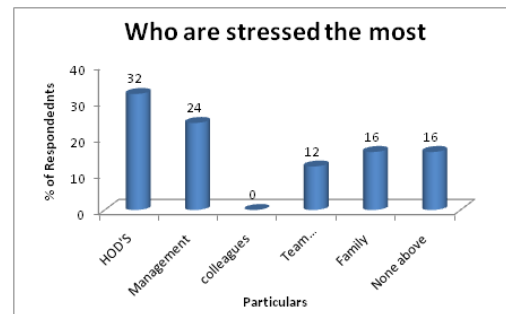


Fig. No.02

Interpretation: The analysis show that head of the departments are the more cause for stress compare to other causes.

3) How do you handle an excessive work load?

Particulars	I prioritize work to meet my goals	I slowly begin to tackle my work	I become frustrated	I take rest & start to do the work	I become irritable.
No of employees	12	8	12	8	10
Percentage	24	16	24	16	20

Table No. 03

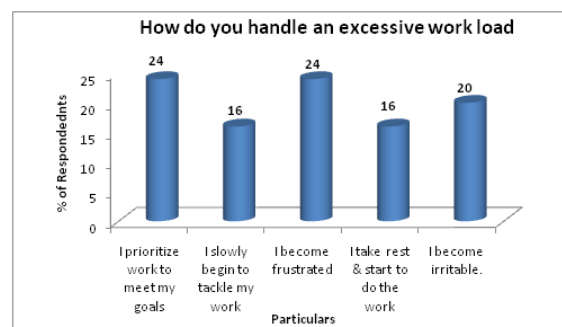


Fig. No.03

Interpretation: The above figure indicating that the employees are giving first priority to work and meet goals few are become frustrated and some employees are irritable.

4) What type of tension are you having?

Particulars	Mental Tension	Physical Tension	Psychological Tension	Emotional Imbalance	Discomfort
No of employees	20	6	12	5	7
Percentage	40	12	24	10	14

Table No. 04

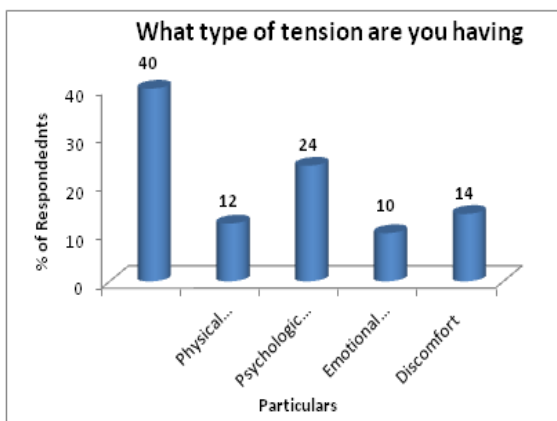


Fig. No.04

Interpretation: The research shows that the most of the employees are having mental tension rather than physical tension and few others having the psychological tension and discomfort.

5) Are you encouraging a healthy life style?

Particulars	Taking a regular sleep	Have plenty of water	Have healthy eating habits	Taking relaxation	None of above
No of employees	15	7	13	10	5
Percentage	30	14	26	20	10

Table No. 05

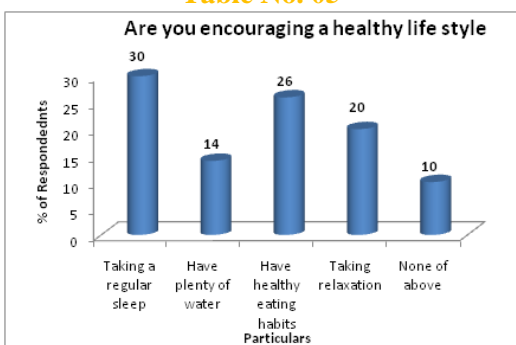


Fig. No.05

Interpretation: The above table shows that 30% of the employees are taking regular sleep, 26% having good and healthy eating habits.

6) Do you find a fun way to release stress?

Particulars	Cracking jokes	Playing game	Watching T.V	Playing with kids	None above
No of employees	12	8	13	10	7
Percentage	24	16	26	20	14

Table No. 06

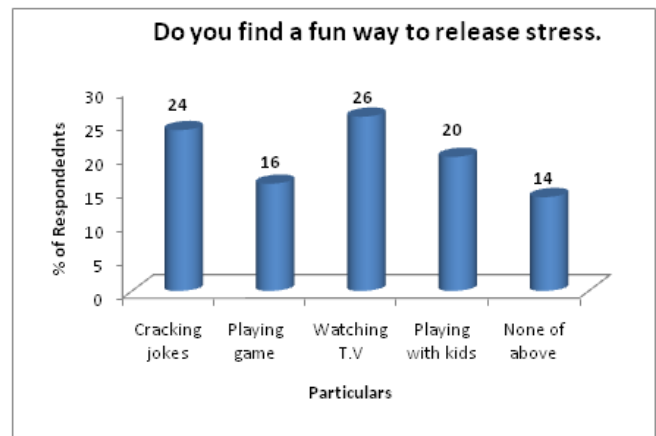


Fig. No.06

Interpretation: The above table shows that 26% of the employees are watching T.V and 24% of the employees cracking jokes and playing with kids.

7) Which strategies are you using for reducing the stress in a company

Particulars	Relaxation	Meditation	Spend time with children's	Family get together programmes	None of above
No of employees	10	14	10	10	6
Percentage	20	28	20	20	12

Table No. 07



Fig. No.07

Interpretation: Above table shows that most of the employees are doing meditation and relaxation. Few others are spend time with children and family get together programmes.

8) Are there external factors to the workplace that may be causing the stress

Particulars	Competitiveness in the market	Environment changes	Family issues	Political/Government policies	None of above
No of employees	18	15	10	5	2
Percentage	36	30	20	10	4

Table No. 08

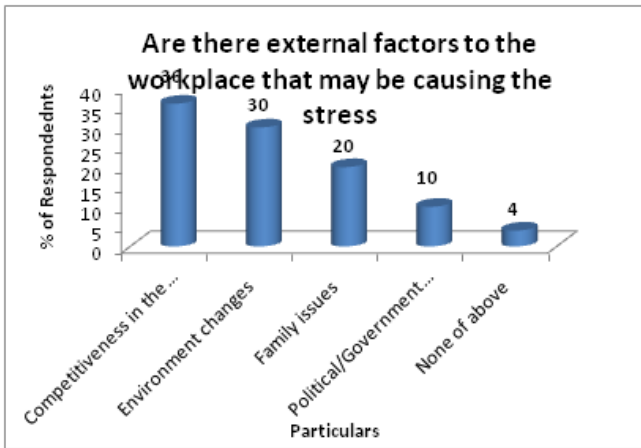


Fig. No.08

Interpretation: Through the research most of the employees are feeling stress because of Competitiveness in the market and Environment changes. Few are feeling stress because of Family issues and Political/Government policies.

9) Which is more Harmful to the body?

Particulars	Behavioral-drug addiction, deficits performance	Psychologica l-depression, anxiety	Medical stress-heart disease, ulcers	Physiology stress-nerves in the nerves in the body, blood pressure	None of above
No of employees	17	14	11	7	1
Percentage	34	28	22	14	2

Table No. 09

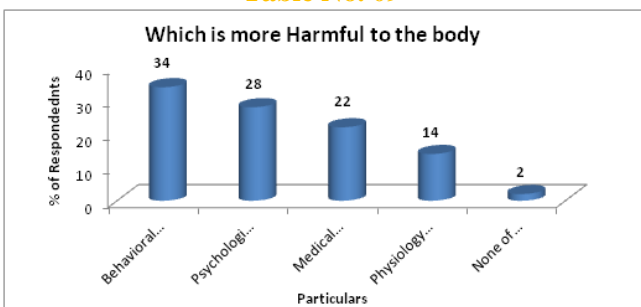


Fig. No.09

Interpretation: The above table shows that 34% of the employees are expressed that Behavioral-drug addiction, deficits performance and Psychological-depression, anxiety are the more harmful to the body. And 28% of the employees are expressed that Medical stress-heart disease, ulcers are harmful to the body.

10) How would you describe your work life?

Particulars	Interesting	Challenging	Miserable	Responsibility	None of above
No of employees	18	6	8	15	3
Percentage	36	12	16	30	6

Table No. 10

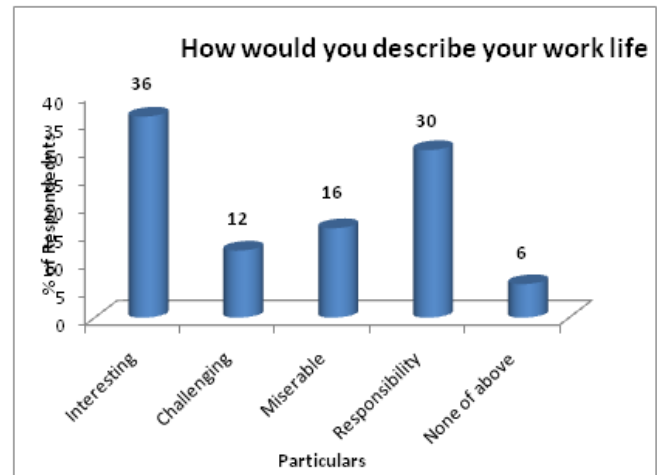


Fig. No.10

Interpretation: The above table show that the employees are interestingly and responsibly doing their work.

4. FINDINGS:

Most of the employees facing the stress because of the target & task. The above research shows that most of the employees are experienced stress because of their head of departments. The above analysis shows the employees first they will give priority to work to meet goals at the same time some employees while working they become frustrated and some employees taking rest and slowly tackle the work. Research identified that mental tension and psychological tension are more and discomfort is less.

5. SUGGESTIONS:

Everyone had a sufficient knowledge about the stress related matters for that they are not required additional training. Some of the employees need counseling towards psychological depression, few employees are drug addiction as per study low paid employees further they required doctor consultancy. Through the yoga and regular exercise they can release the stress.

6. CONCLUSIONS:

Today there are many employees are building greater stress tolerance, changing their pace of life, controlling distressful thoughts, acquiring problem solving skills, and seeking social support. The effective management of stress involves directing stress for productive purposes, preparing role occupants to understand the nature of stress helping them to understand their strength and weakness, usual styles and equipping them to develop approaches and strategies for coping with stress. Stress is a growing problem. Stress has influential consequence has to pass through a absorbent into all aspects of employees.

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