

## **A STUDY ON STRESS MANAGEMENT OF EMPLOYEES WITH SPECIAL REFERENCE TO CLASSIC POLO, COIMBATORE**

**VENGATESAN. G.**

Assistant Professor,  
PG & Research Department of Commerce (CA)  
Hindusthan College of Arts & Science (Autonomous),  
Coimbatore – 641028. (TN) **INDIA**

### **ABSTRACT**

*Stress is a mental, emotional or physical reaction resulting from an individual's response to environmental pressure and similar stimuli. It refers to pressures people feel in life. Hans's selye, the father of stress, believes that stress is the spice of life and absence of stress is death. Different person are stressful situation in different ways.*

*Stress has got a lot to do with the person's attitude to start with and the next is the priority of things. Stress is additive and workplace stress can become cumulative with the one at home or vice versa thus each making the other worse. The situation is further aggravated with more and more women entering the workforce and the pressures mount when they have to balance workplace and family responsibilities.*

*Royal Classic Groups core values are centered on maintaining the highest standards of ethics and business practices in order to achieve the overall objective of being a global player through the relentless pursuit of perfection.*

*Innovations in manufacturing of garments occur in our production facilities very often. Our specialization reflects in the quality of the goods delivered, as the workers, executives and machinery are trained and tuned for that purpose.*



*Keywords: Stress Management, Employee, Classic Polo, Workplace.*

### **INTRODUCTION**

**VENGATESAN. G.**

1Page



Stress is already a part of daily living. The word stress is derived from the Latin term 'stringers', which means "to draw tight". Some define stress as the non-specific response of the body to any demands made on it. When the demands on the individuals exceed his capabilities and adjustment resources stress occurs. Stress is different from anxiety, which is a state of uncertainty. It is also different from agitation, which is the physical part of anxiety. Stress also differs from frustration, which is blocked goal attainment.

Stress is an internal phenomenon and mental attitude. If stress is the condiment, strain is the salt and if there is an imbalance in condiment-salt relationship, the result is impala table. Stress generally believed to have a deleterious effect on health and performance. It is the individual's reaction to stress, which makes all the difference.

Scientifically, stress is a state of high tension or pressure, resulting from an accident or injury or a psychological reaction of heightened emotional response. Certain occupations are particularly stressful, such as action, advertising, controlling air traffic, investing and gambling. As an effect of stressful emotions such as panic attacks, fear and anger, the blood pressure rises, the pulse beats faster, breathing is accelerated, digestion stops, and the adrenal glands become overactive.

Stress is experienced from three general sources; the environment, our body and our thoughts. Although we have some control over our environment and our body, we have much more control over our thoughts or the way we appraise/think about a "stressor". The ability to be able to view situation either threats or challenges will have important effects on the stress management process, which will be addressed in the stress management section. What follows at this point is a list of commonly reported sources of stress within the three general categories.

- The environment constantly requires us to meet demands and challenges and can therefore be a potential source of stress.
- Our body is another potential source of stress since it requires us to adapt to the physiological changes it makes.
- The third general source of stress, our thoughts, is the one over which we have the most control. Your brain interprets message from the environment all the time. Your interpretations of these events determine either or not you will feel stressed.

People are organization's most important asset. In every organization, human resources are a private variable without which the inanimate assets are worthless. Personal management is concerned with the management of the people.

Handling human is always a adventure. And to handle men with more stress is a real challenging task. Stress has become a part and parcel of human life and is more pronounced in corporate life. While the idea to excel in life is a great thing to have, the same should not result in such a stressful situation where the individual is forced to devote more time in solving stress related problems then in achieving his objectives. This is what is happening in the present day corporate environment.

Stress has got a lot to do with the person's attitude to start with and the next is the priority of things. Stress is additive and workplace stress can become cumulative with the one at home or vice versa thus each making the other worse. The situation is further aggravated with more and more women entering the workforce and the pressures mount when they have to balance workplace and family responsibilities.

### **DEFINITION OF STRESS**

“Stress is a consequence of a misbalanced between a person and his or her environment, and the perceived inability to manage the hurdles and resultant demands”

**-HARRISION**

“Stress arises from an opportunity, demand, constraint, threat or challenges when the outcome of the event is important and uncertain”.

**-STEPHEN ROBBINS**

### **SHORT TERM EFFECTS OF STRESS**

When a person encounters a threat, his body geared up to handle it by the ‘Fight or flight’ response. During this response certain functional adjustment occurs in the body. These changes persist till the threat exists. When the threat exits no longer, the body returns stress. This is a physiological response seen in all person exposed to stress.

### **LONG TERM EFFECTS OF STRESS**

When the stress factor is persistent or respective, the body keeps secreting the stress hormones and their blood levels remain continuously at a higher level and hence the associated functional adjustments. The body now experience stress hormones. Some irreversible physiological damages of the brain and related stress physical symptoms like organ damages are caused by these substances.

Stress in work place if not managed properly will definitely cause harm both to employer and employee. Job stress has become a common and costly problem in the American workplace, leaving few workers untouched.

### **Work Related Stress**

The common causes of work place stress are

- Unreasonable demands for performance
- Lack of interpersonal communication between the employer and the employees
- Lack of interpersonal relationship among the employees
- The fear of losing one's job
- Long working hours
- Less time to spend the family
- Underutilization of skills
- Underpaid jobs

### **APPROACHS TO MANAGE STRESS**

**Action oriented:** This approach works on solving the problem which causes stress. It may include either changing the environment or the situation.

**Emotion oriented:** In case where it is not viable to change the situation, this approach helps in changing the interpretation of the situation and perception about it.

**Acceptance oriented:** When a problem cannot be solved either by taking the right action or by controlling the emotion, what is needed is the situation to be accepted as it is.

### **STRESS MANAGEMENT AT WORKPLACE**

If an employer finds that his staff is under stress, he should not ignore it. He should take steps to help them. If he finds it difficult to provide a solution for it, he should get the help of another capable person. If the employees suffering from non work related stress, even then it should be looked in to as it many later lead on to work related stress. There is no single stress relief method. The stress management at work place thus has to combine steps to eliminate the source of stress and provide relief for the short and long term effects by utilizing popular stress relievers. Also identify the best candidate for work by assessing his emotional intelligence and not just his qualification.

### **STEPS IN MANAGING STRESS**

- ❖ Evaluation of stress level
  - ❖ Implementation
  - ❖ Feedback
  - ❖ Identifying the stressor
  - ❖ Evolving multi model strategy
- 
- Creative activities
  - Meditation/relaxation
  - Physical exercise and weight control
  - Avoid use coffin, tobacco, liquor and drugs
  - Spiritual activity
  - Sharing feeling and caring for people
  - Time management
  - Memory improvement
  - Practical creativity
  - Project plan management
  - Job hunting skills
  - Set priorities for yourself
  - Take mini breaks

## SOURCES OF STRESS

- Work
- Family
- Health condition
- Unrealistic expectation
- Negative attitudes
- Sudden traumatic events

## HOW TO CONTROL STRESS IN OUR NORMAL LIFE

- Take time to think and relax
- Read a good book
- Work on a hobby
- Take a walk
- Listen to music
- Be aware of your food
- Using breathing exercise
- Build support system

- Ability to see option for solve the problem
- Pre plan
- Take mental health day
- Laugh therapy
- Yoga
- Meditation
- Regular exercise
- Some relaxation techniques
- Develop your communication skill

### **UNMANAGED STRESS**

We all know that stress is something that doesn't feel good to us physically and emotionally. What is even more compelling is what happens below that surface each time we experience stress. Stress researcher Hans Selye, determined what happens internally each time we experience something as threatening or stressful.

According to Selye, when we perceive a threat in the environment the thinking part of the brain sends an alarm message to the nervous system via the hypothalamus. The nervous system then makes changes in the body that prepare you to handle the perceived danger ahead. These changes include increases in heart rate and blood pressure as well as dilation.

In addition, there are hormones and chemical secreted such as adrenaline that gives the body the necessary push to be able to manage the threat ahead. Although there are situations in which these adrenaline surges are very helpful in helping us mobilize, the constant adrenaline surges due to repeatedly perceived threats have a toxic on the body.

Just as the thinking part of our brain is responsible for turning the stress response on, we can turn it off by changing the threatening appraisals we are making. Once we are able to determine that a threat does not exist or that it can be effectively managed, our thinking brain stops sending panic message to the nervous system. As a result of this reappraisal, the hormones, and chemicals cease to be released and the body returns to normal.

Braining the body back to an "un-stressed" state is very important since almost every system in the body can be damaged by stress. Although our bodies are adaptive and can recover from periodic stressors, chronic stress has serious consequences. We experience the consequences of stress on three important levels; physically, emotionally and behaviorally. What follows is a description of the specific consequences in these three categories

### **OBJECTIVES OF THE STUDY**

- To Study stress level among the employees in organization.
- To Identify the various effects of stress in the employees mind
- To identify the problems among the employees and the effect of the same in the work.
- To suggest measures to minimize the stress.

### **LIMITATION OF THE STUDY**

- The limit of the study is Coimbatore only
- Employees didn't identify that they are in stress
- The study was purely based on the information given by the workers and there are changes of wrong data
- Employees are very busy in their work, so they gave answer very quick for the question.

### **SCOPE OF THE STUDY**

Stress is an inevitable component of human life. Prior research has demonstrated that occupational stress can have detrimental effects upon peoples and, subsequently, upon their performance in the workplace. Many research studies have demonstrated that a high level of exposure to work stress lowers the psychological welfare of the people. The human body has a natural chemical response to a threat or demand, commonly known as the “flight or fight” reaction, which includes the release of adrenalin. Once the threat or demand is over, the body can return to its natural state. A STRESSOR is an event or set of conditions that causes a stress response. STRESS is the body's physiological response to the stressor.

Occupational stress can affect health when the stressors of the workplace exceed the employee's ability to have some control over their situation or to cope in other ways. For example:

Employees are overburdened with workloads that remain high regardless of their efforts: the workload is the STRESSOR.

Employees feel anxious and their heart rate speeds up because they cannot control their workloads: that is stress.

### **STATEMENT OF THE PROBLEM**

**Stress can be defined as**



‘The way your body responds to the demands of your life style’ i.e., the effects of wear and tear on your body.

### **Positive effects of stress**

Stress is valuable under certain circumstances, e.g. sports, making speeches and taking examinations. The stress response puts people on their mettle, increase alertness, and improves sight, strengthens muscles and reduces reaction times. The stress response increases our ability to stand and fight or turn and flee and to mobilize all our resources to achieve whatever we decide to do. Another positive is the zest that stress adds to life by stimulating the stress and the passions. Many people need challenge in their lives and would be unhappy without it. Stress only has a positive effect if it is not allowed to build up or feed on itself, i.e. if it can be worked off.

### **Negative effects of stress**

The negative effects of stress show particularly when a person allows stress to remain in the body, usually when a person allows stress to remain in the body, usually when there is no chance to take the necessary steps to release a stress response that is too strong or lasts too long.

The negative effects of stress show up in three ways in particular:

1. Unsuitable behavior
2. Lower energy and performance levels
3. Poorer health

### **HISTORY OF THE COMPANY**

RCG a 60 million US \$ company, vertically integrated textile major, has been the forefront of quality and innovation since its inception in 1991, having a fantastic clientele across the Indian market, and in many countries across the globe.

RCG’s infrastructure comprises of complete facilities required for knitwear manufacturing, right from Knitting, Wet processing (dyeing), Finishing, Garmenting and Retailing. The ultra-modern facilities ensure maximum productivity, with minimum work force required at every stage of production. The periodical modernization at every factory ensures the updates best quality standards available in the Industry.

All factories are well planned and spaced to take care of future expansion plans too, with all statutory compliances made up to date. All factories are environment friendly models, with





minimum carbon emission and maximum utilization of solar & wind power. Water wastage both industrial & domestic effluent are treated well, and re-used in-house for factory as well as gardening.

As performance bars got raised to new heights and requirements started becoming more demanding in nature, RCG realized that operational efficiencies are the key to acquire the competitive edge, and hence the factories are strategically spread over various places, according to the worker availability and their skill sets present.

### **ROYAL CLASSIC GROUPS IS STRUCTURED INTO TWO MAIN FORMATS EXPORT DIVISION**

Working across cultural boundaries requires a strong expertise on how cultural variables affect outcomes. We leverage our expertise for achieving our clients' goals with our professionals' knowledge, experience, diversity and passion. Our clients consistently say that collaboration with our talented and resourceful team is a key reason why they choose to work with us.

The Royal Classic Groups (RCG) began as an exporter and gradually expanded its wings in the national boundary as a textile giant with two brands under it. Various products are manufactured like, shirts, t-shirts, trousers, denims, sportswear, loungewear, kids wear, and Supplied across the globe. All our garments are made in house and we have one of the best facilities available to world standards. Designing concepts keeps on transforming from season to season and as per the latest trends.

### **DOMESTIC DIVISION**

Over the past 11 years, Royal Classic Groups has been continually improvising, building new brands. RCG has now taken its brands Classic Polo and Smash to worldwide, building a powerful franchise of thousands of loyal customers under its tree. Investments in brand building have enabled the brands to occupy the top positions in their respective categories, all the while allowing the brands to be continually developed.

### **ANALYSIS AND INTERPRITATION OF DATA**

A study is analyzed on four different analysis based on which the inference is drawn such as chi-square analysis, Percentage analysis, Two way ANOVAs & weighted average rank method. The score obtained from various dimensions of performance appraisal were used to make the differences.

The findings are arrived with the help of above 4 type of analysis and it is studied whether there is any significant difference on the classification of the respondents. The data can be organize and summarize in order to increase result, in such a manner that enables the researcher to study the objectives.

### **DEVELOPING HYPOTHESIS**

In making statistical decision, we have certain assumption about population involved in the research. These assumptions are known as statistical hypothesis. Whether these assumptions are true or false are tested during the research. In developing hypotheses, the researcher's first task is to set up two statements.

The first one is called null hypothesis. The null hypothesis is a statement of not true difference in the sample. The rejection lead to the acceptance of other statement is called alternative hypothesis.

### **LEVEL OF SIGNIFICANCE**

While adopted level of significance is 0.05 and 0.e testing the hypothesis we have to select a suitable level of significance. The researcher can accept or reject the null hypothesis depend upon the level of significance selected. The most commonly adopted level of significance is 0.05 and 0.

### **CONSTRUCTION OF QUSTIONNAIRE**

Questionnaire was a main tool used to collect the pertinent data from the selected 75 employees. The research problems and questionnaire were framed accordingly with the help of the research supervisor's comments and research experts.

### **PILOT STUDY**

The questionnaire was pre-tested with a few samples among the selected sample respondent in the study areas .taking into consideration the suggestion of the selected sample respondents. Necessary modifications and changes were incorporated in the questionnaire after the pilot study.

### **FRAME WORK OF ANALYSIS**

The following tools of analysis were used in the study. The statistical package for social science (SPSS) was used to analyze the data and draw the inference.

### A) PERCENTAGE ANALYSIS:

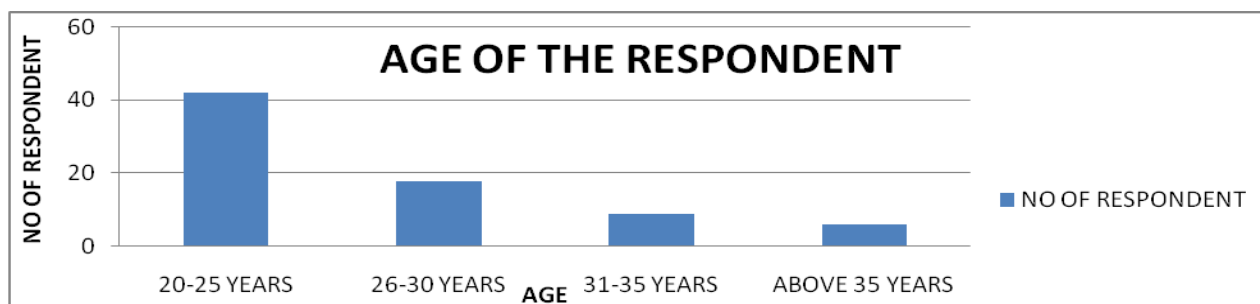
The frequency distribution (descriptive/percentage analysis) of the variable were calculated with help of simple percentage, by writing the formula  $FD=f/n*100$ . where f1 denotes the number of respondents, and n denotes the total number of sample population.

### B) WEIGHTED AVERAGE RANGING FACTORS-WARF

A measure that is used by credit ranking companies to determine the credit quality of a portfolio. This measure allows ranking companies to look at a portfolio as single securities, and assign it a single ranking .WARFs are most often calculated by ranking companies for collateralized debt obligation (CDOs).to calculate the WARF on a CDO the ranking agencies must first calculate the ranking factors for each instrument(or trading asset)underlying the CDO. Once this is done, a weighted average of the factors is taken based on the size of the underlying instruments.

#### THE TABLE SHOWING THE AGE OF THE RESPONDENTS

AGE	NO OF RESPONDENTS	PERCENTAGE
<b>20-25 YEARS</b>	42	56
<b>26-30 YEARS</b>	18	24
<b>31-35 YEARS</b>	9	12
<b>ABOVE 35 YEARS</b>	6	8
<b>TOTAL</b>	<b>75</b>	<b>100</b>



### INTERPRETATION

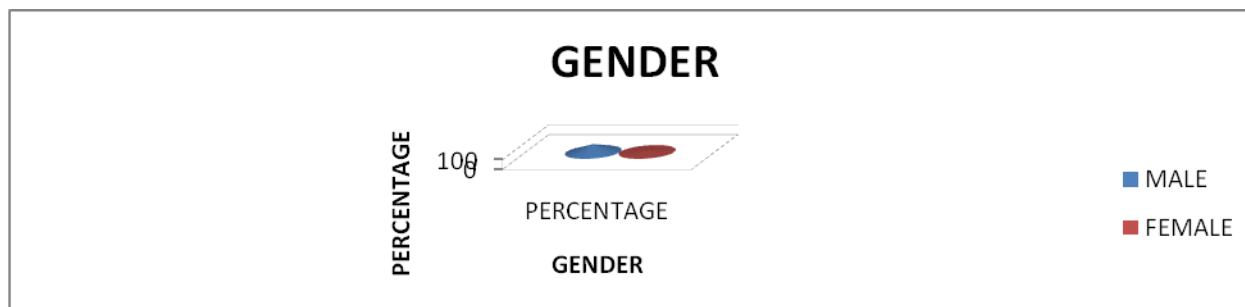
The above table reveals that, out of the respondents taken for the study, 56% of the respondents are between the age group of 20-25, 24% of the respondents are between the age group of 26-30 years, 12% of the respondents are between the age group of 31-35years, 8% of the respondents are between the age group of above 35 years.

Hence the majority of the respondents belong to the age group of 20-25 years.

**GENDER OF THE RESPONDENT**

GENDER	NO	OF	PERCENTAGE
MALE	60		80
FEMALE	15		20
TOTAL	75		100

**GENDER OF THE RESPONDENT**



**INTERPRETATION**

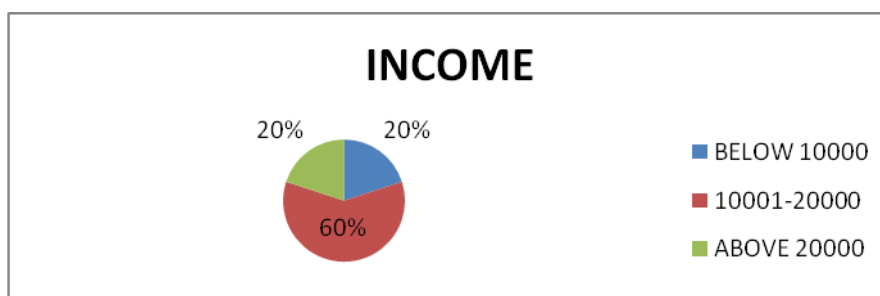
The above table reveals that, out of the respondents taken for the study, 80% of the respondents are the male, 20% of the respondents are female.

Hence the majority of the respondents belong to the male.

**INCOME OF THE RESPONDENT**

INCOME	NO	OF	PERCENTAGE
BELOW 10000	15		20
10001-20000	45		60
ABOVE 20000	15		20
TOTAL	75		100

**INCOME OF THE RESPONDENT**



**INTERPRETATION**

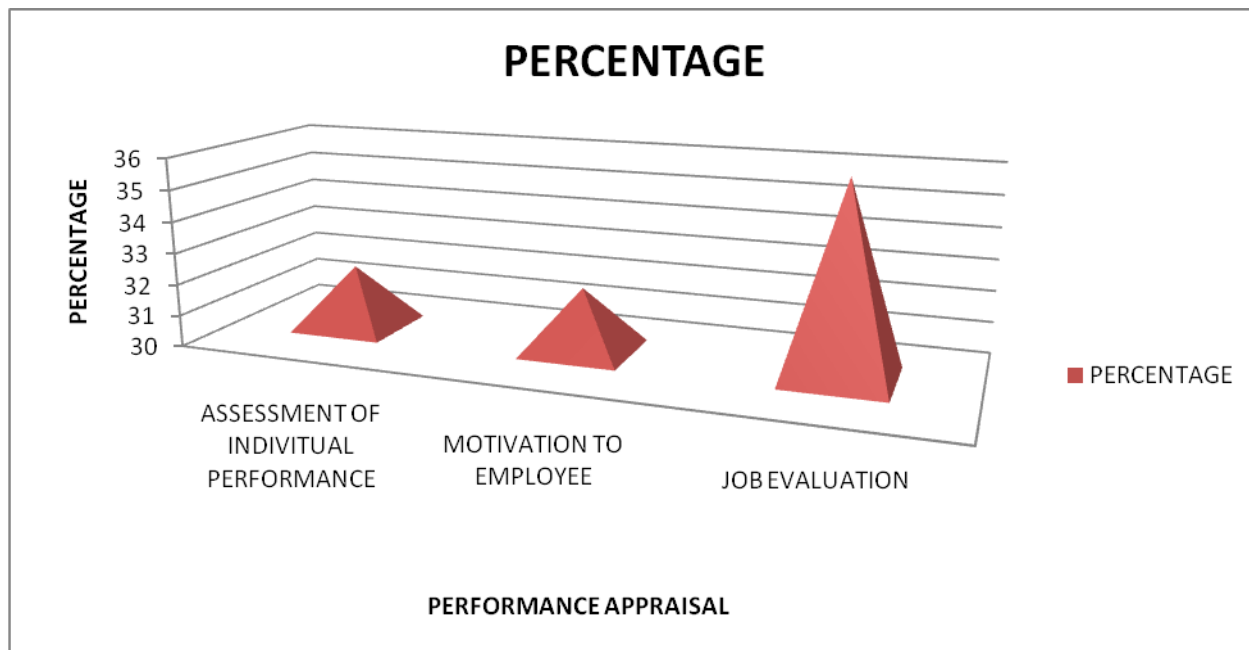
The above table reveals that, out of the respondents taken for the study, 20% of the respondents are between the incomes of below 10000, 60% of the respondents are between the incomes of 10001-20000, 20% of the respondents are between the incomes of above 20000.

Hence the majority of the respondents belong to the income of 10001-20000.

**PERFORMANCE APPRAISAL**

PERFORMANCE APPRAISAL	NO OF RESPONDENT	PERCENTAGE
ASSESSMENT OF INDIVIDUAL PERFORMANCE	24	32
MOTIVATION TO EMPLOYEE	24	32
JOB EVALUATION	27	36
<b>TOTAL</b>	<b>75</b>	<b>100</b>

**PERFORMANCE APPRAISAL**



**INTERPRETATION**

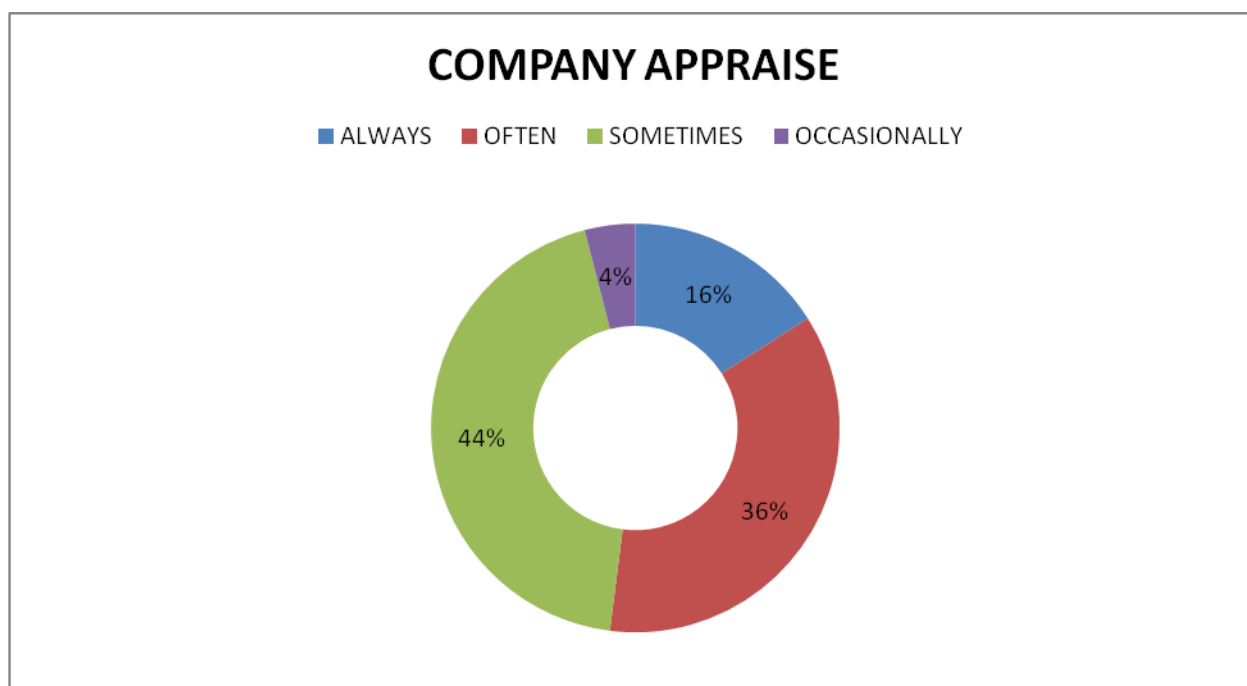
The above table reveals that, out of the respondents taken for the study, 32% of the respondents are performance appraisal is Assessment of Individual Performance, 32% of the

respondents are performance appraisal is motivation to employee, 36% of the respondents are performance appraisal is job evaluation.

Hence the majority of the respondents are performance appraisal is job evaluation.

**THE COMPANY APPRAISE THE EMPLOYEES REGULARLY**

THE COMPANY APPRAISES THE EMPLOYEES REGULARLY	NO OF RESPONDENT	PERCENTAGE
ALWAYS	12	16
OFTEN	27	36
SOMETIMES	33	44
OCCASIONALLY	3	4
<b>TOTAL</b>	<b>75</b>	<b>100</b>



**INTERPRETATION**

The above table reveals that, out of the respondents taken for the study, 16% of the respondents are the company appraise the employees regularly always, 36% of the respondents are the company appraise the employees regularly often, 44% of the respondents

are the company appraise the employees regularly sometimes, 4% of the respondents are the company appraise the employees regularly occasionally.

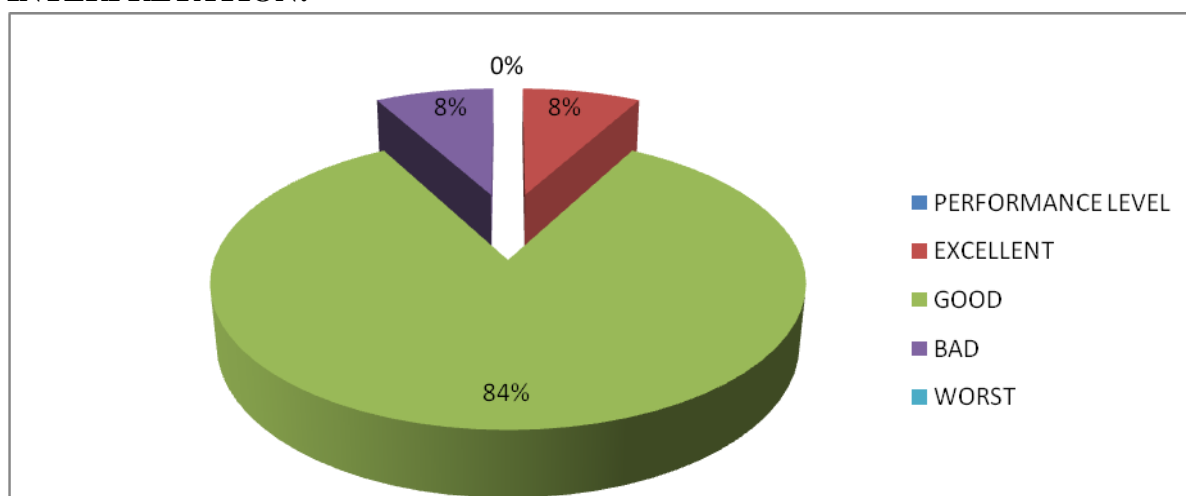
Hence the majority of the respondents are the company appraises the employees regularly sometimes.

**PERFORMANCE LEVEL IN YOUR COMPANY**

PERFORMANCE LEVEL	NO OF RESPONDENT	PERCENTAGE
EXCELLENT	6	8
GOOD	63	84
BAD	6	8
WORST	0	0
TOTAL	75	100

**PERFORMANCE LEVEL IN YOUR COMPANY**

**INTERPRETATION:**



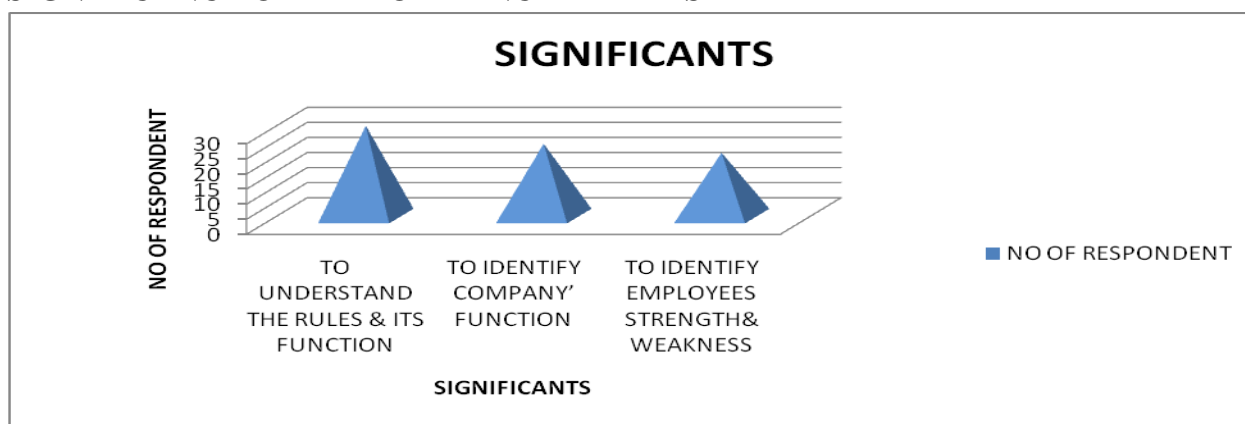
The above table reveals that, out of the respondents taken for study, 8% of the respondents are performance level in your company is excellent, 84% of the respondents are performance level in your company is good, 8% of the respondents are performance level in your company is bad, 0% of the respondents are performance level in your company is worst.

Hence the majority of the respondents' performance level in your company is good.

**SIGNIFICANCE OF PERFORMANCE APPRAISAL**

SIGNIFICANCE	NO OF RESPONDENT	PERCENTAGE
TO UNDERSTAND THE RULES & ITS FUNCTION	30	40
TO IDENTIFY COMPANY'FUNCTION	24	32
TO IDENTIFY EMPLOYEES STRENGTH& WEAKNESS	21	28
<b>TOTAL</b>	<b>75</b>	<b>100</b>

**SIGNIFICANCE OF PERFORMANCE APPRAISAL**



**INTERPRETATION**

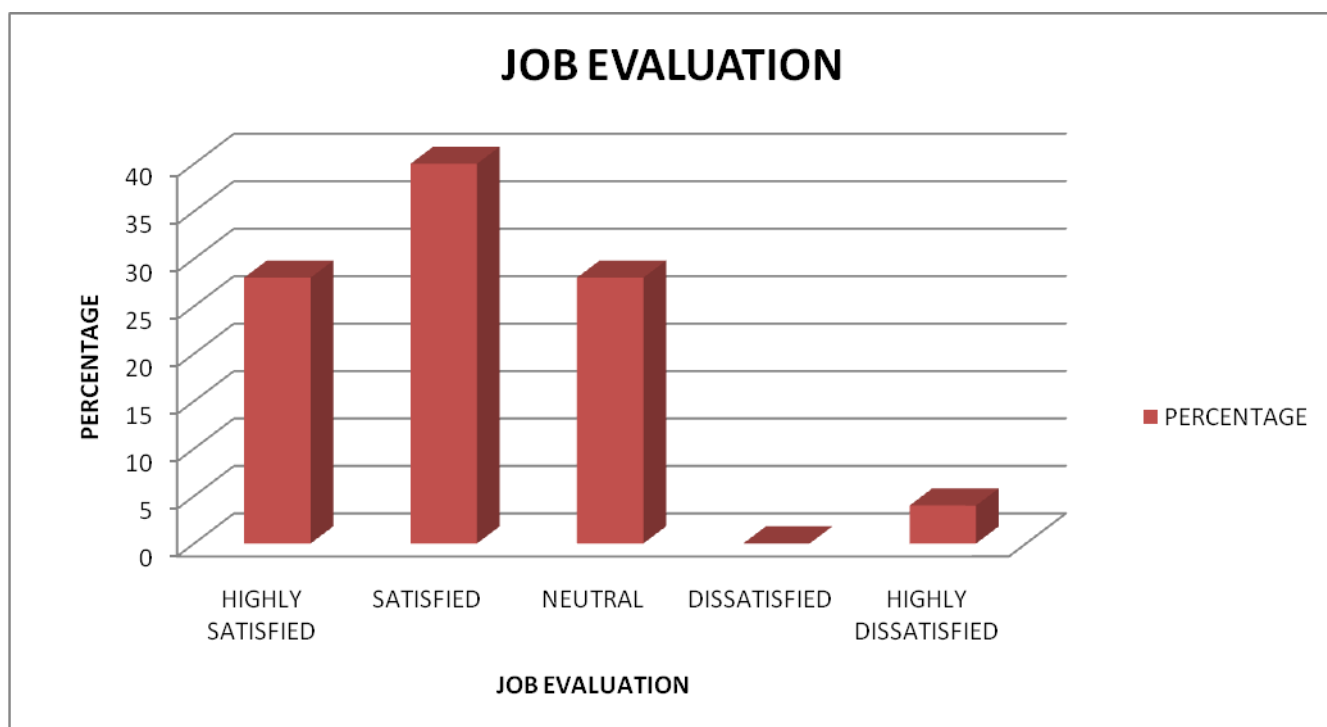
The above table reveals that, out of the respondents taken for the study, 40% of the respondents are significance of performance appraisal is to understand the rules & its function,32% of the respondents are significance of performance appraisal isto identify company' function, 28% of the respondents are significance of performance appraisal isto identify employees strength& weakness.

Hence the majority of the respondents are to understand the rules & its function.

**JOB EVALUATION**

JOB EVALUATION	NO OF RESPONDENT	PERCENTAGE
HIGHLY SATISFIED	21	28
SATISFIED	30	40
NEUTRAL	21	28
DISSATISFIED	0	0
HIGHLY DISSATISFIED	3	4
<b>TOTAL</b>	<b>75</b>	<b>100</b>





### INTERPRETATION

The above table denotes that, out of the respondents taken for the study, 28% of the respondents are the job evaluation is highly satisfied, 40% of the respondents are the job evaluation is satisfied, 28% of the respondents the job evaluation is neutral, 0% of the respondents are the job evaluation is dissatisfied, 4% of the respondents are job evaluation is highly dissatisfied.

Hence the majority of the respondents' the working environment in the company is satisfied.

### CHI-SQUARE ANALYSIS BETWEEN THE AGE AND PERFORMANCE LEVEL IN YOUR COMPANY

AGE	PERFORMANCE LEVEL IN YOUR COMPANY				TOTAL
	EXCELLENT	GOOD	BAD	WORST	
20-25 YEARS	3	22	0	0	25
26-30 YEARS	3	36	0	0	39
31-35 YEARS	0	3	6	0	9
ABOVE 35	0	6	0	0	2
<b>TOTAL</b>	<b>6</b>	<b>63</b>	<b>6</b>	<b>0</b>	<b>75</b>

It is assumed that the difference in the level of age lead to differences in the performance level in your company. This hypothetical relationship is being attempt for testing for this purpose chi square test has been used.

**Null hypothesis:**

“There is no relationship between the age and the performance level in your company. The calculated value for the observed frequencies provided in table no 4.27 is 48.54.the table value for 9 degree of freedom and 5% level of significance is 23.6.

A comparison of the calculated value with that of the table value indicates that the calculated value is less than the table value and hence the null hypothesis that “there is no relation between the age and the performance level in your company”. Has been rejected.

Thus from this analysis can be concluded that there is a no relation between the age and the performance level in your company.

**CHI-SQUARE ANALYSIS BETWEEN THE QUALIFICATION AND FACTORY IMPROVE THE PERFORMANCE LEVEL**

QUALIFICATION	FACTORY IMPROVE THE PERFORMANCE LEVEL				TOTAL
	BY ADVICE	BY TRAINING	BY PUNISHMENT	BY RULES &REGULATION	
12 <sup>th</sup>	3	9	0	0	12
GRADUATE	0	6	3	0	9
POST GRADUATE	12	21	6	3	42
OTHERS	0	9	0	3	12
<b>TOTAL</b>	<b>15</b>	<b>45</b>	<b>9</b>	<b>6</b>	<b>75</b>

It is assumed that the difference in the level of qualification lead to differences in the factory improve the performance level. This hypothetical relationship is being attempt for testing for this purpose chi square test has been used.

**Null hypothesis:**

“There is a relationship between the qualification and the factory improves the performance level. The calculated value for the observed frequencies provided in table no 4.28 is 20.08.the table value for 9 degree of freedom and 5% level of significance is 23.6.

A comparison of the calculated value with that of the table value indicates that the calculated value is less than the table value and hence the null hypothesis that “there is relation between the qualification and the factory improve the performance level”. It has been accepted.

Thus from this analysis can be concluded that there is a relation between the qualification and the factory improve the performance level.

**CHI-SQUARE ANALYSIS BETWEEN THE INCOME AND THE KIND OF PROGRAM YOU HAVE UNDERGONE**

INCOME	THE KIND OF PROGRAM YOU HAVE UNDERGONE					
	QUALITY CIRCLE	GROUP DISCUSSION	TRAINING	CONFERENCE	360 DEGREE	TOTAL
<b>BELOW 10000</b>	6	6	3	0	0	<b>15</b>
<b>10001-20000</b>	3	21	12	3	6	<b>45</b>
<b>ABOVE 20000</b>	0	9	6	0	0	<b>15</b>
<b>TOTAL</b>	<b>9</b>	<b>36</b>	<b>21</b>	<b>3</b>	<b>6</b>	<b>75</b>

It is assumed that the difference in the level of income lead to differences in the kinds of program you have undergone. This hypothetical relationship is being attempt for testing for this purpose chi square test has been used.

**Null hypothesis:**

“There is relationship between the income and the kinds of program you have undergone. The calculated value for the observed frequencies provided in table no 4.29 is 20.48.the table value for 8 degree of freedom and 5% level of significance is 22.0.

A comparison of the calculated value with that of the table value indicates that the calculated value is less than the table value and hence the null hypothesis that “there is relation between the income and the kinds of program you have undergone”. It has been accepted.

Thus from this analysis can be concluded that there is relation between the income and the kinds of program you have undergone.

**WEIGHTED AVERAGE RANK OF SERVICE PROVIDED BY THE COMPANY**

PARTICULARS	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE	RANK
<b>WORKING</b>	<b>0</b>	<b>6</b>	<b>9</b>	<b>168</b>	<b>135</b>	<b>318</b>	<b>6360</b>	<b>1</b>

<b>CAPITAL</b>								
<b>JOB EVALUATION</b>	3	2	60	120	105	290	5800	4
<b>STASIFIED IN YOUR JOB</b>	3	12	27	132	120	294	5880	2
<b>PERFORMANCE APPRAISAL ABSOLUTELY VALUABLE</b>	3	12	45	96	135	291	5820	3
<b>HONEST,SINCERE AND LOYALTY</b>	3	12	45	108	90	258	5160	5

#### WEIGHTED AVERAGE RANK OF SERVICE PROVIDED BY THE COMPANY

PARTICULARS	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE	RANK
<b>HEALTHY,SAFETY, WELFARE</b>	3	12	36	108	135	294	5880	1
<b>REWARD &amp; AWARD</b>	3	4	90	72	120	289	5780	2
<b>INCREAMENT</b>	3	12	63	108	90	276	5520	6
<b>INCENTIVE</b>	9	6	45	84	135	279	5580	5
<b>PRESENT APPRAISAL</b>	3	12	63	60	150	288	5760	3
<b>KNOWLEDGE OF THE SYSTEM</b>	3	12	72	84	110	281	5620	4

#### FINDINGS

- Majority of the respondents belong to the age group of 20-25 years.
- Majority of the respondents belong to the male.
- Majority of the respondents belong to the income of 10001-20000.
- Majority of the respondents belong to the qualification as post graduate.
- Majority of the respondents are marital status is married.
- Majority of the respondents' are year of experience is less than 5 years.
- Majority of the respondents' are describe your job is both A&B.
- Majority of the respondents are performance appraisal is job evaluation.
- Majority of the respondents are the company appraises the employees regularly sometimes.
- Majority of the respondents' performance level in your company is good.
- Majority of the respondents are to understand the rules & its function.

**VENGATESAN. G.**

20P a g e

- Majority of the respondents' is group discussion.
- Majority of the respondents' are the factory improves performance level by training.
- Majority of the respondents' attract to the mall is agreed.
- Majority of the respondents' the working environment in the company is satisfied.
- Majority of the respondents' the working environment in the company is satisfied.
- Majority of the respondents' satisfied in your job is satisfied.
- Majority of the respondents' the performance appraisal absolutely valuable is highly satisfied.
- Majority of the respondents' the honest, sincere and honest of the company is satisfied.
- Majority of the respondents' the knowledge of the system and procedure is neutral.
- Majority of the respondents' the satisfied with the training program is satisfied.
- Majority of the respondents' the healthy, safety and welfare measure is neutral.
- Majority of the respondents' the reward & awards given by the company is neutral.
- Majority of the respondents' the performance appraisal helping you in increment is satisfied.
- Majority of the respondents' the incentive given by the organization is highly satisfied.
- Majority of the respondents' the present appraisal system followed in your company is neutral.

## SUGGESTION

- The employee may relax themselves.
- The employee may accept workload which is within their limits.
- Superior support and counseling may be given to them.
- Physical fitness is of utmost importance in dealing with stress. Exercise increases the blood flow to vital organs and delivers more oxygen to the brain. This enables to think more clearly and cope with the stresses encounter in environment and life itself.
- They may relax in the entrainment in their work place.

## CONCLUSION

From this study it is employees are experiencing stress and varying based on the difference in their demographic variables and also facing stress through various factors. The wellbeing of the work force is the most decisive factor as far as the success of a classic polo is concerned. In an age of highly dynamic and competitive world, man is exposed to all kinds of stressors that can affect him on all realms of life. The growing importance of interventional strategies is felt more at organizational level. This particular research was intended to study the impact of stress and stress managing ability among employee. Although certain limitations were met with the study, every effort has been made to make it much comprehensive. It can be



concluded from the research that the factors age and marital status does not influence the variables like job related stressors, interpersonal stressors and family spillover of employee in classic polo.

## REFERENCES

- Anspaugh DJ, et al. (2011). Coping with and managing stress. In Wellness: Concepts and Applications, 8th ed., pp. 307-340. New York: McGraw-Hill.
- Axelrad AD, et al. (2009). Hypnosis. In BJ Sadock et al., eds., Kaplan and Sadock's Comprehensive Textbook of Psychiatry, 9th ed., vol. 2, pp. 2804-2832. Philadelphia: Lippincott Williams and Wilkins.
- Dimsdale JE, et al. (2009). Stress and psychiatry. In BJ Sadock et al., eds., Kaplan and Sadock's Comprehensive Textbook of Psychiatry, 9th ed., vol. 2, pp. 2407-2423. Philadelphia: Lippincott Williams and Wilkins.
- Motzer SA, Hertig V (2004). Stress, stress response and health. Nursing Clinics of North America, 39: 1-17.
- Murray MT (2013). Stress management. In JE Pizzorno, MT Murray, eds., Textbook of Natural Medicine, 4th ed., pp. 547-554. St. Louis: Mosby.

## WEBSITES

[www.webmd.com](http://www.webmd.com).

[www.invent-journal.com](http://www.invent-journal.com).

<https://en.wikipedia.org>.