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## **A Study on Stress Management of Employee in Arts and Science College**

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### **ABSTRACT**

Stress is simply the body's non-specific response to any demand made on it. Stress is not by definition synonymous with nervous tension or anxiety. 'Stress' provides the means to express talents and pursue happiness. It can also cause exhaustion and illness, either physical or psychological, heart attack or accidents. The important thing to remember about stress is that certain forms are normal and essential. The result of continuing stress may because disruption is one or more of the following areas of health, physical, emotional, spiritual and social.

Keywords: Employee worklife balance, stress.

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### **1. Introduction of the study**

Stress, the word 'stress' has been derived from the Latin word 'stringere' which means to draw tight. The term is used to refer to hardship, strain, adversity or affliction. Various terms have been synonymously used with stress such as anxiety, frustration, conflict, pressure and so on. Every human being has his/her own understanding of stress, because all demand of adaptability does evoke the stress phenomenon. Stress is simply the body's non-specific response to any demand made on it. Stress is not by definition synonymous with nervous tension or anxiety. 'Stress' provides the means to express talents and pursue happiness. It can also cause exhaustion and illness, either physical or psychological, heart attack or accidents. The important thing to remember about stress is that certain forms are normal and essential. The result of continuing stress may because disruption is one or more of the following areas of health, physical, emotional, spiritual and social.

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### **2. Statement of the problem**

Now a days, employers expect more from staff, and the employees are increasingly putting additional pressure on them to achieve greater results. Today's workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Maintaining work life balance is not only important for their personal health and relationships, but it can also improve the efficiency of their work performance. In today's fast paced business world, the ability to achieve work life balance is becoming more and more difficult.

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### **3. Objectives of the study**

- To analyse the level of occupational stress among employees in Coimbatore

District

- To identify measures of stress management level of the college employees.
- To identify the level of satisfaction in work place due to stress.
- To know the causes of work stress that affect the employees in the college atmosphere.
- To analyses impact of stress on individual in efficiency and effectiveness.

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### **4.Scope of the study**

The study is helpful to know about the stress for arts and science college employees and the classified the faculties into group namely the facilities in aided college and faculties the role stress, work stress and occupational stress had been covered in the study. The present study especially focused on the

source of stress, stress reaction of employees, work life balance and specific strategies adopted by college women employees. The study is also concentrated on level of stress both from permanent & temporary college employees.

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## 5. Research Methodology

Research in a common parlance refers to a search for knowledge. One can also define research as a scientific and systematic search for pertinent information on a specific topic. Research is an art of scientific investigation. Research is an academic activity and as such the term should be used in a technical sense. The term research refers to systematic method consist of enunciating the problem, formulating a hypothesis, collecting the data, analysis the facts and reaching certain conclusion either in a form of solution towards the concerned problem or in certain generalization for some theoretical formulation. The system of collecting data for research projects is known as research methodology. Research Methodology represents the design of the research work. In the following paragraphs the research designs are briefly explained and the sampling methods and sampling designs are also explained.

### 5.1 Area of Research

The area of the study is about Coimbatore.

### 5.2 Nature of Data

Primary and secondary data is collected in order to obtain relevant information to conduct the research.

### 5.3 Sources of Data

Data are facts, figures and other relevant materials, past and present, serving as basic study and analysis. The data serves as the bases for analysis. Without an analysis of actual data on specific inferences can be drawn on the question under study. Inferences based on imagination or guess work cannot provide correct answers to research questions. The relevance, adequacy and reliability of data determine of quality of findings of a study. For the purpose of present study data from two sources have been gathered namely primary and secondary data.

- Primary data

Primary data are original data collected for the purpose of a particular study. In the present study primary data have been collected by personal interview method with the help of questionnaire.

- Secondary data

These are the sources containing data, which have already been collected and compiled for other purpose by other researchers. The secondary sources consist of readily available materials and already compiled statistical statements and reports whose data may be used by researcher for his / her studies. Secondary data for the present research collected the major sources of secondary data are given below.

- Newspaper & Articles
- Business line
- Various websites
- Different marketing journals

### 5.4 Tools for Analysis

Questionnaires were created in order to receive the necessary response required from the sample to achieve the study objective. Therefore, sampling method is used in order to collect data. The main statistical tools used for analysing primary data :

- Simple percentage Analysis
- Ranking Analysis
- Chi-square Analysis

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## 6. Limitations of the study

- The study is based on the sample area selected.
- The response is fully based on the level of experience of the workers.

## 7. Review of Literature

1. DHANALAKSHMI (2008)<sup>1</sup>: In this study of stress of employees in a Transport Corporation and measures the level of stress an employees could factor predictors stress. In this they found of the employees experience moderate level of stress. Further, stress is predicted by working environment & safety and security.
2. DR. K. CHANDRASEKAR (2011)<sup>2</sup>: In this research, the study about on arts and science college work stress on the due to workload and unhealthy environment occur due to unhealthy environment, causes illness etc. and the result is found that environment factor, favourable to work also found factor that affect attitude of employees to work interpersonal relationship control environment, job assignment, over duty, extended work.
3. SAKINHGOLAMZADEH (2011)<sup>3</sup>: In their study "Sources of occupational stress and coping strategies among employees who work for admission in colleges reveals that the problem related to physical environment created the most stress for employees who work in admission department. Work load, lack of employees, safety hazards, dealing with students or aggressive behaviour. These stressful working conditions it effects their health. Dharnesh R (2020)<sup>3</sup> researched "A Study on Customer Perception Towards Royal Enfield with special Reference to Coimbatore District". The study has founded that customer perception level towards Royal Enfield Bikes. The study cleared that most of the customers are satisfied with the features, riding experience, power, etc. The study also suggested to improving overall customer service, fuel efficiency, safety measures like anti-lock braking system etc.
4. SENTHIL KUMAR ET AL (2012)<sup>4</sup>: Focused on teaching professionals with the objectives of finding the relationship between the demographical variables (such as marital status and partner employment status) and the level of stress in balancing work and life. The study found that 109 (55.3%) respondents belonging to middle age category and their level of stress in balancing work and life, High level of stress perceived is the highest (63.5%) among the female respondents. Majority (90%) of the respondents were not satisfied with their work-life balance due to their work load. The study concluded that in this modern world, the role of teaching professionals are ever changing and evolving and the new teaching learning environment puts heavy pressure on teaching professionals
5. VENKATARAMANAN AND ABIRAMI (2013)<sup>5</sup>: Suggested that understanding of stress in management teaching professionals may not only form the basis of stress analysis but may also be useful in rationalizing stress behaviour and formulating coping strategies for the entire teaching professionals. Based on this information the working conditions may be improved. The findings of the study can justify its utility since knowing the management faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The study can also direct employers of management institutes to evolve flexible work strategies and provide better working conditions which will help in overcoming stress in faculty members to some extent.
6. MATT PRECEY (2015)<sup>6</sup>: In this paper, they studied about on the arts & science college employees with respect to research sourcing funds for research highest source of stress among followed by workload, time & resource difficulties etc. The result shows that workload, salary, inspection, curriculum reform, and all they problems which influence the stress level of employees.

### 7.1 Research gap

A research gap is a question or a problem that has not been answered by any of the existing studies or research within your field. Sometimes, a research gap exists when there is a concept or new idea that hasn't been studied at all. Sometimes you'll find a research gap if all the existing research is outdated and in need of new/updated research.

The above research paper they didn't analyse about difference between various demographic factors with customer satisfaction .In this study I made a survey about difference between satisfaction level of consumers about bike and various demographic factors. And also, in the above research conducted by researchers will change according to current demand so that it was analysed in my research.

<sup>1</sup> Dhanalakshmi(2008): An analysis of Work Stress among College Teachers in Arts and science college, Journal of Business and Management, Vol.12, ISSN: 2278 – 487X.

<sup>2</sup> Dr .k. Chandrasekar(2011): stress Management strategies among Arts and Science College Employees,vol.12 ISSN:2278 – 487X

<sup>3</sup> Dharnesh R A Study on Customer Perception Towards Royal Enfield with special Reference to Coimbatore District-2020

<sup>4</sup> Senthil Kumar ET AL(2012): A Stress management among employees, 2012.

<sup>5</sup> Venkataramana and Abirami(2013): A study on Stress management among Arts and Science college, Vol. 13, Number 1, 2013.

<sup>6</sup> Matt Precey(2015): Arts lift college employees spirits, article no: 2019196, 2015.

## 8. Analysis and Interpretation of Data

Analysis of Data is a process of inspecting, cleansing, transforming, and modelling data with the goal of discovering useful information, informing conclusions, and supporting decision-making. Data analysis is a process for obtaining raw data and converting it into information useful for decision-making by users. Data are collected and analysed to answer questions, test hypotheses or disprove theories.

Statistician John Tukey defined data analysis in 1961 as: "Procedures for analysing data, techniques for interpreting the results of such procedures, ways of planning the gathering of data to make its analysis easier, more precise or more accurate, and all the machinery and results of (mathematical) statistics which apply to analysing data." The following tools were used:

- Rank Analysis
- Chi-square Analysis

### 8.1 Rank analysis

A ranking is a relationship between a set of items such that, for any two items, the first is either 'ranked higher than', 'ranked lower than' or 'ranked equal to' the second. In mathematics, this is known as a weak order or total preorder of objects. It is not necessarily a total order of objects because two different objects can have the same ranking. The rankings themselves are totally ordered. For example, materials are totally preordered by hardness, while degrees of hardness are totally ordered.

By reducing detailed measures to a sequence of ordinal numbers, rankings make it possible to evaluate complex information according to certain criteria. Thus, for example, an Internet search engine may rank the pages it finds according to an estimation of their relevance, making it possible for the user quickly to select the pages they are likely to want to see. Analysis of data obtained by ranking commonly requires non-parametric statistics.

Table no 1

Table showing the ranking of stress management

|   | 1   | 2   | 3   | 4  | TOTAL | RANK |
|---|-----|-----|-----|----|-------|------|
| The physical safety                     | 108 | 36  | 60  | 16 | 220   | 4    |
| Your relation with coworker's           | 38  | 152 | 90  | 24 | 304   | 3    |
| The flexibility of your hour            | 58  | 70  | 135 | 48 | 311   | 2    |
| The amount of vacation time you receive | 44  | 120 | 72  | 88 | 324   | 1    |

Interpretation:

The table depicts that the amount of vacation time you receive is ranked first and it is followed by the flexibility of your hour, your relation with co-worker's and the physical safety.

### 8.2 Chi Square Analysis

The Chi square analysis is commonly used for testing Differences between categorical variables. The null hypothesis of the Chi-Square test is that no Difference exists on the categorical variables in the population; they are independent. There are several important considerations when using the Chi-Square analysis to evaluate a crosstabulation. Because of how the Chi-Square value is calculated, it is extremely sensitive to sample size. This can be addressed by always using categorical variables with a limited number of categories.

Formula:

$$\text{CHI - SQUARE VALUE } (\chi^2) = \frac{(\text{OBSERVED VALUE} - \text{EXPECTED VALUE})^2}{\text{EXPECTED VALUE}}$$

$$\text{EXPECTED VALUE} = \frac{\text{ROW TOTAL} \times \text{COLUMN TOTAL}}{\text{GRAND TOTAL}}$$

$$\text{DEGREE OF FREEDOM} = (\text{ROW} - 1) \times (\text{COLUMN} - 1)$$

Table No: 3

Table Showing the Association between age group with the average no of working hours

|       |            | Please of estimate the average number of hours per week that you work both on and off-site during term |       |       |          | Total |
|-------|------------|--|-------|-------|----------|-------|
|       |            | 20-25  | 30-35 | 40-50 | 60 above |       |
| Age   | 18-28 Year | 43   | 28    | 8     | 1        | 80    |
|       | 28-38 Year | 7  | 21    | 20    | 2        | 50    |
|       | 38-48 Year | 2  | 4     | 12    |          | 20    |
| Total |            | 52   | 53    | 40    | 5        | 150   |

|                              | Value               | df | Asymp. Sig. (2sided) |
|------------------------------|---------------------|----|----------------------|
| Pearson Chi-Square           | 43.812 <sup>a</sup> | 6  | .000                 |
|                              | 45.375              |    | .000                 |
| Likelihood Ratio             |                     | 6  |                      |
| Linear-by-Linear Association | 37.372              | 1  | .000                 |
| N of Valid Cases             | 150                 |    |                      |

Level of significance = 5% or 0.05  
Degree of freedom = 6  
Chi-square value  $X^2$  = 43.812  
Table value = 12.592

#### Interpretation

In the above analysis, the calculated Chi-square value {43.812} is greater than the table value {12.592} at the level of 5% of significance. Hence, null hypothesis  $H_0$  is rejected and alternative hypothesis  $H_1$  is accepted, thus, there is significant relationship age and with the average no of working hours of the respondents.

#### Association between Age Group and Satisfaction level towards performance

##### Hypothesis

Null hypothesis  $H_0$  : There is no significant difference between age group and satisfaction level towards performance  
Alternate hypothesis  $H_1$ : There is a significant difference between age group and satisfaction level towards performance

|                |             | What kind of stress do you feel in your work place |                     |                          |                          | Total |
|----------------|-------------|--|---------------------|--------------------------|--------------------------|-------|
|                |             | Excessive working hour                             | Excessive work load | Poor working environment | Poor consumption aspects |       |
| Monthly Income | Up to 10000 | 19   | 15                  | 2                        | 6                        | 42    |
|                | 10001-20000 | 14   | 11                  | 13                       | 14                       | 39    |
|                | 20001-30000 | 14   | 28                  | 12                       | 1                        | 58    |
|                | Above 40000 | 5  | 3                   | 2                        |                          | 11    |
| Total          |             | 52   | 57                  | 29                       | 12                       | 150   |

|                              | Value               | df | Asymp. Sig. (2-sided) |
|------------------------------|---------------------|----|-----------------------|
| Pearson Chi-Square           |                     |    | .027                  |
| Likelihood Ratio             | 18.831 <sup>a</sup> | 9  | .016                  |
| Linear-by-Linear Association | 20.349              | 9  |                       |
| N of Valid Cases             |                     |    |                       |
|                              | .658                | 1  | .417                  |
|                              | 150                 |    |                       |

Level of significance = 5% or 0.05

Degree of freedom = 9

Chi-square value  $X^2$  = 18.831

Table value = 16.919

Interpretation

In the above analysis, the calculated Chi-square value {18.831} is less than the table value {16.919} at the level of 5% of significance. Hence, null hypothesis  $H_0$  is accepted, thus, there is no significant relationship between the monthly income and with the kind of stress of the respondents.

**Association between Age Group and Satisfaction level towards purchase experience**

**9. Findings and Suggestions**

The objective of the study was to know the stress management level of arts and science college. The study is focused on the source of stress, stress reaction on employees, work life balance and specific strategies adopted by college employees. The study has been analysed techniques of percentage analysis, rank analysis and chi-square analysis. The final chapter is an attempt to summarize the findings of the study based on which few suggestions have been made.

**9.1 Chi-Square Analysis**

In the above analysis, the calculated Chi-square value {43.812} is greater than the table value {12.592} at the level of 5% of significance. Hence, null hypothesis  $H_0$  is rejected and alternative hypothesis  $H_1$  is accepted, thus, there is significant relationship age and with the average no of working hours of the respondents.

In the above analysis, the calculated Chi-square value {18.831} is less than the table value {16.919} at the level of 5% of significance. Hence, null hypothesis  $H_0$  is accepted, thus, there is no significant relationship between the monthly income and with the kind of stress of the respondents.

**Suggestions**

According to the survey made, the main reason for shifting to the other brands was weight of the bike and many of the consumers have The study on outcomes of stress in a detailed manner. The relationship between personality emotion and stress can be examined to develop inventions that could help

people to manage stress at work. A competitive study of job stress factors among the employees arts and science college and professional college affiliated to various universities can be undertaken. The ways and means to reduce job stress among teachers can be investigated as a separate research project.

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## Conclusion

The study analyses that the focused on the stress, stress reaction on employees an work life balances and specific strategies adopted by college employees. The suggestions given in this study relationship between personality emotion and stress can be examined to develop invention

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## Annexure

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1.Name

2.Gender o Male o Female

3.Age o 18- 28year o 28- 38 year o 38-48 year

4.Monthly income o Up to 10000 o 10001- 20000 o 20001-30000 o Above 40000

5.Marital status

- Married o Unmarried

6.How long have you been working has an employee in the arts and science college?

- Below 5 years o 6-10 years o 11-15 years o Above 15 years

7.Name of the institution?

8.Status of institutions ?

- Autonomous o Non –Autonomous

9.Distance between institutions and Residency?

- Less than 16km o 17km-30km o Above 30km

10.Mode of transportation?

- Two - wheeler o Four – wheeler

11. Cost of transportation?

- Free of cost o Up to 500 o 501 to 1000 o Above 1000

12.Please estimate the average number of hours per week that you work both on and off site during term?

- 20-25 o 30- 35 o 40-50 o 60 above

13.What is mode of salary?

- Daily o Weekly o Monthly

14.Most of your work stress related to?

- Work environment o Supervision o Workgroup
- Social injustice

15.How do you handle stress situation ?

- Optimistically  Depends upon the level  With the help of others

16. According to you what is the main reason for employees absent ?

- Stress  Work dissatisfaction  Work pressure

17. Are you satisfied with work?

- Highly satisfied  Satisfied  Neutral  Dissatisfied  Highly dissatisfied

18. What is your employment status ?

- Permanent  Temporary

19. Do you think physical environment problem in the work place cause stress?

- Strongly agree  Agree  Disagree  Strongly disagree

20. What kind of stress do you feel in your work place?

- Excessive working hour  Excessive work load  Poor working environment  Poor consumption aspects

21. Rate the following according to your preference?

|  | Highly Satisfied | Satisfied | Netural | Dissatisfied | Highly dissatisfied |
|--|------------------|-----------|---------|--------------|---------------------|
| The physical safety condition of your work place |                  |           |         |              |                     |
| Your relation with coworkers                     |                  |           |         |              |                     |
| The flexibility of your hour                     |                  |           |         |              |                     |
| The amount of vacation time you receive          |                  |           |         |              |                     |

22. Is work culture supportive in your organization ?

- Mostly  Rarely  Sometimes  Not at all

23. How do you feel while working in the organization?

- Great  Satisfied  Unable to concentrate  Frustrated  
 Depressed

24. How often you face stress Situation in your organization?

- Satisfied  Highly satisfied  Unsatisfied

25. How do you feel about your work?

- Good  Better  Somewhat better  Worst