

EMPLOYEE STRESS MANAGEMENT IN THE WORLD

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ABSTRACT

Stress has become significant due to dynamic social factor and changing needs of life styles. Stress is man's adaptive reaction to an outward situation which would lead to physical, mental and behavioral changes. Even though stress kills brain cells, not all stresses are destructive in nature. Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations. The study throws light on the wide spread silent problem by name Stress, which gave raise to acute dysfunctions and are called many diseases, increase divorce rates, and other harassments. The work stress is found in all professions. Athletes experience the strength that comes from eu-stress right before they play a big game or enter a big competition. Because of eu-stress, they suddenly receive the strength that is required to perform to the best of the ability// . Stress can make a person productive and constructive, when it is identified and well managed. The focus of the paper is to study the stress level among some of the stress coping strategies identified by this study includes stress management programs, physical activities planned in job design, life style modification programs, finding triggers and stressors, supportive organization culture, stress counseling programs, and spiritual programs in the world.

Introduction

Human Resource Management in 21st century play very vital role for effective functioning of all type of organization. Especially present globalised and competitive business scenario HRM occupies very essential position. Work Stress is recognized world-wide as a major challenge to employee who are under stress are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. Hence in the morden days Human Resoure

Managers in all industrial organisation should be given much importance to maintain capable and knowledge work force intact, otherwise there will be much more motivated employee turnover which would undermine the value culture and effectiveness of Non Profit Organisation, that is why my present study focuses on employee stress in in the Non Profit Organisation.

Human Resource Management (HRM) refers to the practices and policies you need to carry out the people or personnel aspects of your management job. Most experts agree that there are five basic functions: Procurement, Development, Compensation, Integration and Maintenance.

To make employee a valuable resource not only should the individuals be entrusted to enrich themselves, but also the organization, to take on more challenging responsibilities. To make employees a valuable resource, not only should the individuals be entrusted to enrich themselves, but also the organization should be prepared to be supportive and empowering at various stages of the individual's career. Basically unless there is an atmosphere of mutual trust and openness, no HRM program can really be implemented.

HRM should aim the following:

- To improve the performance of managers at all levels in the jobs they now hold.
- To sustain good performance of the managers.
- To encourage them to grow as person in their capacity to handle greater responsibilities.
- To ensure that sufficient number of executives and managers with the requisite skills are available to meet the present and future needs of organizations.
- To ensure adequate health, safety and welfare measures available to the employees.

Today HRM has become the need of the hour. The institutes we import are mostly outdated and inefficient as compared to those currently in use developed organizations. The basic element of any development in Human Resource. HR does not mean the mere size of the population, but the level of physical mental alertness, knowledge acquired of training received.

Scope of Human Resources Management

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories.

GE- International Journal of Management Research (GE-IJMR)

Website: www.aarf.asia. Email: editoraarf@gmail.com , editor@aarf.asia

The scope of HRM is indeed, very vast and wide. It includes all activities starting from manpower planning till employee leaves the organization. Accordingly, the scope of HRM consists of acquisition, development, maintenance retention, and control of HR in the organization. The same forms the subject matter of HRM. As the subsequent pages unfold, all these are discussed, in detail, in seriatim.

Nonprofit organization

A nonprofit organization (US and UK) or not-for-profit organization (UK and others), often called an NPO or simply a nonprofit and non-commercial organization (Russia and), often called an NCO, is an organization that uses surplus revenues to achieve its goals rather than distributing them as profit or dividends. States in the United States defer to the IRS designation conferred under United States Internal Revenue Code Section 501 (c), when the IRS deems an organization eligible

While not-for-profit organizations are permitted to generate surplus revenues, they must be retained by the organization for its self-preservation, expansion, or plans. NPOs have controlling members or boards. Many have paid staff including management, while others employ unpaid volunteers and even executives who works with or without compensation (occasionally nominal). Where there is a token fee, in general, it is used to meet legal requirements for establishing a contract between the executive and the organization.

Designation as a nonprofit and an intent to make money are not related in the United States. This means nothing can be inferred by the declaration. Such inference is the purpose of the Internal Revenue Code, Section 501(c). The extent to which an NPO can generate surplus revenues may be constrained or use of surplus revenues may be restricted.

Nature and goals

Some NPOs may also be a charity or service organization; they may be organized as a not-for-profit corporation or as a trust, a cooperative, or they exist informally. A very similar type of organization termed a supporting organization operates like a foundation, but they are

more complicated to administer, hold more favorable tax status and are restricted in the public charities they support. Their goal is not to be successful in terms of wealth, but in terms of giving value to the groups of people they administer to.

Legal aspects

NPOs have a wide diversity of structures and purposes. For legal classification, there are, nevertheless, some elements of importance:

- Economic activity.
- Supervision and management provisions.
- Representation.
- Accountability and auditing provisions.
- Provisions for the amendment of the statutes or articles of incorporation.
- Provisions for the dissolution of the entity.
- Tax status of corporate and private donors.
- Tax status of the foundation.

Some of the above must be, in most jurisdictions, expressed in the charter of establishment. Others may be provided by the supervising authority at each particular jurisdiction.

While affiliations will not affect a legal status, they may be taken into consideration by legal proceedings as an indication of purpose.

Most countries have laws which regulate the establishment and management of NPOs, and which require compliance with corporate governance regimes. Most larger organizations are required to publish their financial reports detailing their income and expenditure publicly. In many aspects they are similar to corporate business entities though there are often significant differences. Both not-for-profit and for-profit corporate entities must have board members, steering committee members, or trustees who owe the organization a fiduciary duty of loyalty

and trust. A notable exception to this involves churches, which are often not required to disclose finances to anyone, including church members.

Formation and structure

In the United States, nonprofit organizations are formed by filing bylaws and/or articles of incorporation in the state in which they expect to operate. The act of incorporating creates a legal entity enabling the organization to be treated as a corporation by law and to enter into business dealings, form contracts, and own property as any other individual or for-profit corporation may do.

Nonprofits can have members but many do not. The nonprofit may also be a trust or association of members. The organization may be controlled by its members who elect the Board of Directors, Board of Governors or Board of Trustees. A nonprofit may have a delegate structure to allow for the representation of groups or corporations as members. Alternatively, it may be a non-membership organization and the board of directors may elect its own successors.

The two major types of nonprofit organization are membership and board only. A membership organization elects the board and has regular meetings and power to amend the bylaws. A board-only organization typically has a self-selected board, and a membership whose powers are limited to those delegated to it by the board. A board-only organization's bylaws may even state that the organization does not have any membership, although the organization's literature may refer to its donors as "members"; examples of such organizations are fairvote and the National Organization for the Reform of Marijuana Laws. The Model Nonprofit Corporation Act imposes many complexities and requirements on membership decision-making. Accordingly, many organizations, such as have formed board-only structures. The National Association of Parliamentarians has generated concerns about the implications of this trend for the future of openness, accountability, and understanding of public concerns in nonprofit organizations. Specifically, they note that nonprofit organizations, unlike business corporations, are not subject to market discipline for products and shareholder discipline of their capital; therefore, without membership control of major decisions such as election of the board, there are few inherent

safeguards against abuse. A rebuttal to this might be that as nonprofit organizations grow and seek larger donations, the degree of scrutiny increases, including expectations of audited financial statements.

Australia

In Australia, nonprofit organizations can be categorized variously: Unincorporated Associations, Co-operative Societies, Incorporated Associations, Not-for-profit Companies, and Trusts. A nonprofit organisation in Australia can have a number of legal formats depending on the needs and activities of the organization in question. As a legal entity, the organization may be a co-operative society, a company limited by guarantee, an incorporated association or society by the Associations Incorporation Act 1985 or an incorporated association or council by the Commonwealth Aboriginal Councils and Associations Act 1976.

France

In France, the nonprofits are called *association*. They are based on a law voted the 1st of July 1901. As a consequence, the nonprofits are also called *association loci 1901*.

A nonprofits can be created by 2 people in order to accomplish a common goal, whatever it is. The association can have industrial and/or commercial activities but the members cannot get any profit from these activities. Thereby, worker's unions and political parties can be organised from this law.

In 2008, the national statistic institute (INSEE) counted that there are more than 1 million of these *associations* in the country, about 16 millions people older than 16 are members of a nonprofit in France, that to say a third of the population. The nonprofits employ 1.6 million people and 8 millions are volunteers for them. This law is also relevant in a big part of former French colonies, particularly in Africa.

Hong Kong

The Hong Kong Company Registry provides a memorandum of procedure for applying to Registrar of Companies for a Licence under Section 21 of the Companies Ordinance for a limited company for the purpose of promoting commerce, art, science, religion, charity, or any other useful object.

India

In India, NPOs are known commonly as Non Governmental Organizations (NGOs). They can be registered in four ways

- Trust
- Society
- Section-25 Company
- Special Licensing

Registration can be done with the Registrar of Companies(RoC).

The following laws or Constitutional Articles of the Republic of India are relevant to the NGOs:

- Articles 19(1)(c) and 30 of the Constitution of India
- Income Tax Act, 1961
- Public Trusts Acts of various states
- Societies Registration Act, 1860
- Section 25 of the Indian Companies Act, 1956
- Foreign Contribution (Regulation) Act, 1976

Japan

In Japan, an NPO is any citizen's group that serves the public interest and does not produce a profit for its members. NPOs are given corporate status to assist them in conducting business transactions. As of February 2011, there were 41,600 NPOs in Japan. Two hundred of

NPOs were given tax-deductible status by the government which meant that only contributions to those organization were tax deductible for the contributors.

Russia

Russian law contains many legal forms of NCOs (non-commercial organizations), resulting in a complex and often contradictory regulatory framework. The primary requirements are that NCOs, whatever their type, do not have the generation of profit as their primary objective and do not distribute any such profit among their participants (Article 50(1), Civil Code). Most commonly there are five forms of NCOs:

- Public associations - A public association is the form most comparable to an "association" as used in international parlance. A public association is a membership-based organization of individuals who associate on the basis of common interests and goals stipulated in the organization's charter.
- Foundations - Foundations are property-based, non-membership organizations created by individuals and/or legal persons to pursue social, charitable, cultural, educational, or other public benefit goals.
- Institutions - The institution (uchrezhdeniye) is a form that exists in Russia and several other countries of the Former Soviet Union. Like foundations, institutions do not have members. Unlike foundations, however, institutions do not acquire property rights in the property conveyed to them (Article 120, Civil Code, and Article 20, NCO Law). Moreover, the founders are liable for any obligations of the institution that it cannot meet on its own.

United Kingdom

In the UK, many nonprofit companies are incorporated as a company limited by guarantee. This means that the company does not have shares or shareholders, but it has the benefits of corporate status. This includes limited liability for its members and being able to enter into contracts and purchase property in its own name. The goals ("objects") of the company are defined in the Memorandum of Association when the company is formed. The profits of the

company (also referred to as the trading surplus) must be invested in achieving these goals and not distributed to the company's members.

Since the Companies Act 2006, nonprofit companies may be formed as a Community Interest Company (CIC). These are forms of company limited by guarantee or company limited by shares but with special conditions and are intended specifically to ensure that the profits and assets of the company are used for the public good, even when managed for (limited) profit.

United States

For a United States analysis of this issue, see 501(c) and Charitable organization (United States).

After a recognized type of legal entity has been formed at the state level, it is customary for the nonprofit organization to seek tax exempt status with respect to its income tax obligations. That is done typically by applying to the Internal Revenue Service (IRS), although statutory exemptions exist for limited types of nonprofit organizations. The IRS, after reviewing the application to ensure the organization meets the conditions to be recognized as a tax exempt organization (such as the purpose, limitations on spending, and internal safeguards for a charity), may issue an authorization letter to the nonprofit granting it tax exempt status for income tax payment, filing, and deductibility purposes. The exemption does not apply to other Federal taxes such as employment taxes. Additionally, a tax-exempt organization must pay federal tax on income that is unrelated to their exempt purpose. Failure to maintain operations in conformity to the laws may result in an organization losing its tax exempt status. Individual states and localities offer nonprofits exemptions from other taxes such as sales tax or property tax. Federal tax-exempt status does not guarantee exemption from state and local taxes, and vice versa. These exemptions generally have separate application processes and their requirements may differ from the IRS requirements. Furthermore, even a tax exempt organization may be required to file annual financial reports (IRS Form 990) at the state and federal level. A tax exempt organization's 990 forms are required to be made available for public scrutiny.

OBEJECTIVE OF THE STUDY

To study about the causes of the stress level of nonprofit organization employees.

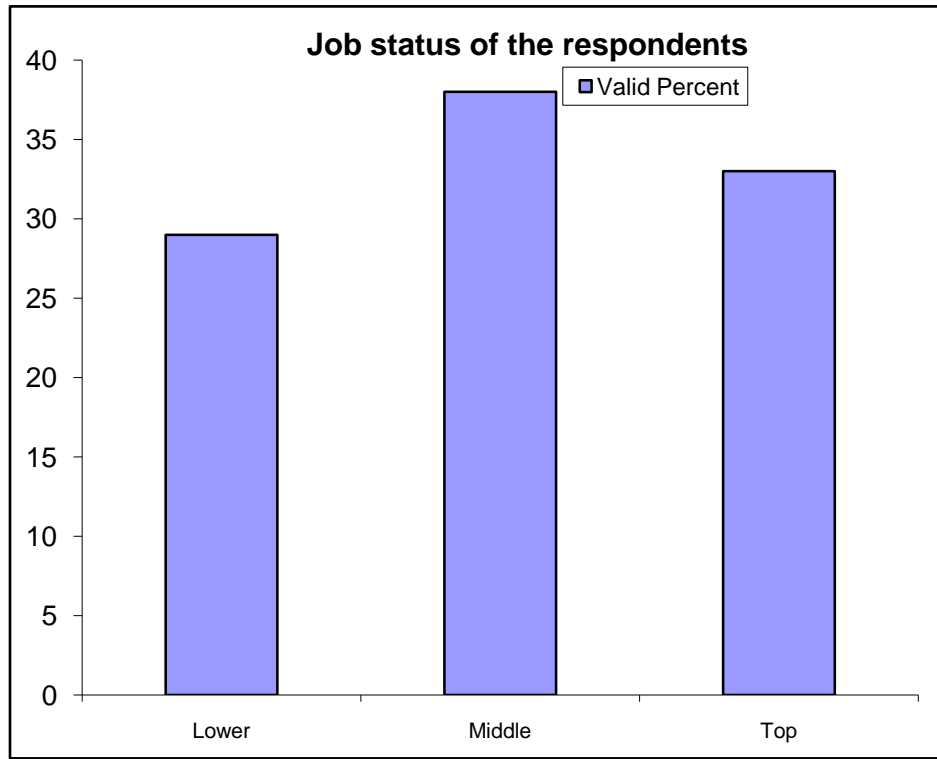
Table No-1
The Table showing that Job Status of the respondents

Job status	Frequency	Percent	Valid Percent	Cumulative Percent
Lower	29	29.0	29.0	29.0
Middle	38	38.0	38.0	38.0
Top	33	33.0	33.0	33.0
Total	100	100.0	100.0	100.0

Source : Secondary Data

From the above table it is inferred that 29% of the employees belong to lower level, 38% of employees to the middle level and the remaining 33% of sample employees belong to the top level.

Chart No -1
The Chart showing that Job Status of the respondents



SALARY

It is the motivating aspect for an employee Fringe benefits, associated loans, allowances, and other compensatory measures increase the morale of employees. The ceiling of salary also has an impact on stress.

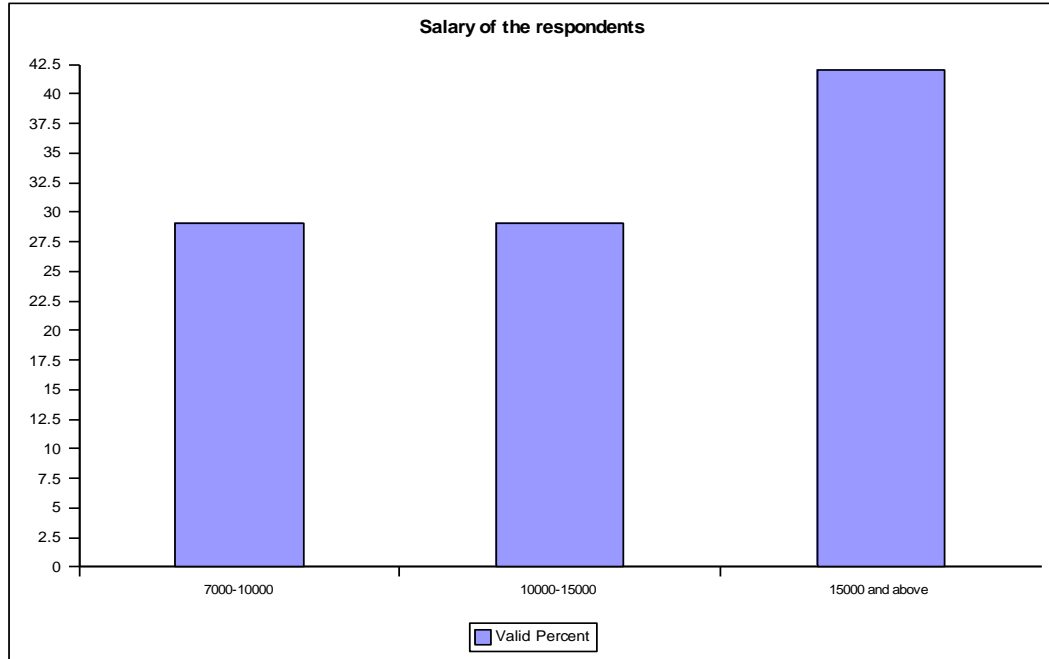
Table No-2
The Table Showing that Salary of the respondents

Salary	Frequency	Percent	Valid Percent	Cumulative Percent
7000-10000	29	29.0	29.0	29.0
10000-15000	29	29.0	29.0	29.0
15000 and above	42	42.0	42.0	42.0
Total	100	100.0	100.0	100.0

Source: Secondary Date

From the above table it can be concluded that 29 % of sample employees earn less than (7000) Seven Thousand, 29% of employees between (7000) Seven Thousand to (10,000) Ten Thousand, and the remaining 42% of employees earn above (15,000) Fifteen Thousand rupees of salary per month.

Chart No-2
The Chart Showing that Salary of the Respondents



Conclusions.

- HRD department in Non Profit Organisation can arrange various stress management programs like recreation, exercise, Yoga and other mind relaxation programs to ventilate stress factors due workload and interpersonal relationship.
- Most of the employees in a private organization are getting stress due to work performance, dictatorial management policies, irrational promotional policies, and workload disproportionate to salary and favouritism.

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