



“OCCUPATIONAL STRESS EXPERIENCED AND THE FACTORS CONTRIBUTING TO OCCUPATIONAL STRESS AMONG THE EMPLOYEES OF MSME SECTOR IN COIMBATORE DISTRICT-AN EMPIRICAL STUDY”

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ABSTRACT

The MSME sector (Micro, Small and Medium Enterprises) is playing a crucial role for the industrial and economic development of the nation. This conventional sector of the country offers huge employment opportunity next to the agricultural sector. The support of this sector is very critical for India's GDP, Export Trade and for the smooth functioning of large scale industries. Generally the performance and behavior of individuals are better in a stress free work environment. The stress, as a result of occupation and work environment, will bring down the efficiency of the employees and performance of the industrial units. Among all the resources, human resource has been considered as a peculiar resource, as this resource alone has the capability of ensuring the optimum utilization of the remaining resources that are employed by the industrial units to carry out their operations. Hence, the human resource has to be given due emphasis and importance. It also becomes very necessary for the industrial units to measure the stress level of the employees in order to protect the physical and mental health of their own employees.

Key Words: MSME, Stress, Occupational Stress, Job Stress, Coimbatore and Small scale sector.

1. INTRODUCTION

Business sector these days faces a cut throat competition as a result of liberalization, privatization and globalization, and it calls for the business firms to formulate and implement

suitable plans, predict the environment while preparing themselves to make proper adjustments to suit the environmental changes, ensuring effective and fullest utilization of all its resources and voluntary assumption of social responsibilities. Enhanced responsibilities, coupled with inability to achieve the targets, generate stress among the employees and as a result the occupational stress has become an inevitable concomitant of the organizational life of every individual employee. Stress is the psychological and physiological reaction that takes place when one perceives an imbalance in the level of demand placed on the capacity of an individual to meet that demand. As the employee is expected to perform different roles in an organization, it leads to the stress of the employee significantly.

The Micro, Small and Medium Enterprises Sector predominantly adopts the labour intensive technology for carrying out its operations, the contribution of the human resource is vital and significant in this sector and hence, the survival and smooth conduct of activities of this sector is vested with the human resources of the sector. Hence, an attempt has been made by the researcher to assess the level of occupational stress experienced by the employees of this vital sector and the factors that lead to stress among the employees of this sector in Coimbatore District.

2. OBJECTIVES AND HYPHOTHESES

2.1 OBJECTIVES

- To present the origin, growth and progress of MSME Sector in India, Tamilnadu and in Coimbatore District.
- To measure the extent of variation in the level of Occupational Stress experienced by the Employees of MSME Sector in Coimbatore District.

2.2 HYPHOTHESES

In tune with the objectives of the study, the researcher has formulated hypotheses that various Demographic variables relating to the respondents (such as sex, age, marital status, employment status of spouse, literacy level, size of the family, type of the family, average monthly family income, average monthly family expenses, average monthly family savings and distance between house and workplace and the various occupational factors) do not significantly influence the level of Occupational Stress experienced by the respondents.

3. RESEARCH METHODOLOGY

3.1 RESEARCH

Research can be defined as “a scientific and systematic search for pertinent information on a specific topic”. The Advanced Learners Dictionary of current English gives the meaning of research as “a careful investigation or inquiry especially through search for new facts in any branch of knowledge”. The researcher using empirical research study based on statement of the problem

3.2 RESEARCH DESIGN

Research design stands for advanced planning of methods to be adopted for collecting the relevant data and the techniques to be used in their analysis keeping in view the objective of the research. The present study is based on survey and fact-findings enquiries with the customers. Here the descriptive method of research has been followed.

3.3 SAMPLING UNIT

The sampling unit for present study is Employees from various MSME Units in Coimbatore City.

3.4 SAMPLING TECHNIQUE

Simple random sampling method by using Tippets Random Numbers.

3.5 SAMPLE SIZE

The total sample size selected for the present study is 1000 Employees from different MSME Units of Coimbatore District.

3.6 DATA COLLECTION

Primary Data are that, which are collected afresh and for the first time and happens to be original in character. Here the primary data was collected using a structured questionnaire from various respondents among general public. The respondents were contacted personally.

Secondary data was collected for company related information from the internal source of the company itself.

4. FRAMEWORK OF ANALYSIS

The general plan of analysis of the present study ranged from simple descriptive statistics, bi-variate test, testing of hypotheses, to multivariate techniques. The extent of variation in the perception of the respondents on the Occupational Stress experienced by them at MSMEs in Coimbatore District and their perception with regard to the various components of Occupational Stress have been analyzed by the researcher.

The mean and range scores of each group of the respondents on the various components were calculated. In order to find out the significance of the differences between the mean scores, Analysis of Variance [ANOVA] has been employed. Contingency Tables have been formed and Chi-Square tests have been applied for testing the association between the variables. The co-efficient of correlation between the dependent variables of the study and the selected independent variables have been put into Multiple Regression Analysis to explain the extent of variance of the dependent variables influenced by the independent variables combined.

4. DATA ANALYSIS AND INTERPRETATION

4.1.1 EXTENT OF VARIATION IN THE LEVEL OF OCCUPATIONAL STRESS EXPERIENCED BY THE RESPONDENTS

The sample respondents were divided into three groups in accordance with their perception on the stress experienced by them in their occupational life. The perception of the respondents on the stress experienced by them was taken into account for categorizing the respondents into three categories such as the respondents who have experienced ‘Less’, ‘Moderate’ and ‘High’ levels of stress in their occupations. A scale by name ‘Occupational Stress Perception Scale’ was constructed by the researcher for this purpose and in which the factor which resulted in stress was given the least score and the factor which resulted in no stress was given the highest score. Accordingly the respondents who were with the scores upto 58.99 were categorized as the respondents who perceived that they experienced ‘High’ amount of stress, the respondents with the scores between 59.00 and 80.69 were categorized as the respondents who perceived that they experienced ‘Moderate’ amount of stress, and the respondents with the scores above 80.69 were categorized as the respondents who perceived that they experienced ‘Less’ amount of stress in their occupations. The distribution of the sample respondents in accordance with the stress experienced by them in their occupations is given in Table - 1.

Table - 1: Extent of Variation in the Level of Occupational Stress Experienced by the Respondents

Level of Occupational Stress	Number of Respondents	Mean Score	Range
High	101	54.61	37.60 to 58.96
Moderate	692	67.14	59.06 to 80.63
Less	207	86.30	80.83 to 96.56

Total	1000	69.84	37.60 to 96.56
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Source: Survey Data

Table-1 reveals that the mean stress perception score of the respondents is 69.84. Their scores ranged between 37.60 and 96.56. Out of one thousand sample respondents, four hundred and three respondents (40.30%) have their scores above the mean score and the remaining five hundred and ninety seven respondents (59.70%) have their scores below the mean score. Out of one thousand sample respondents, one hundred and one respondents (10.10%) experienced 'High' level of stress. Their mean stress perception score is 54.61 and their scores ranged between 37.60 and 58.96. Seventy six respondents (75.25%) have their stress perception score above the mean score and the remaining twenty five respondents (24.75%) have their scores below the mean score. The level of stress experienced by six hundred and ninety two (69.20%) respondents is 'Moderate' and their mean stress perception score is 67.14. Their scores ranged between 59.06 and 80.63. Two hundred and sixty eight respondents (38.73%) have their scores above the mean score and the remaining four hundred and twenty four respondents (61.27%) have their scores below the mean score. The level of stress experienced by two hundred and seven respondents (20.70%) is 'Less' and their mean stress perception score is 86.30. Their scores ranged between 80.83 and 96.56. Ninety three respondents (44.93%) have their scores above the mean score and the remaining one hundred and fourteen respondents (55.07%) have their scores below the mean score.

4.1.2. SEX GROUP OF THE RESPONDENTS AND THEIR PERCEPTION ON OCCUPATIONAL STRESS.

Table-2: Sex Group of the Respondents and their Perception on Occupational Stress

Sex Group	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Male	781	70.02	37.60 to 96.56	74 (9.48%)	532 (68.11%)	175 (22.41%)
Female	219	69.20	38.54 to 92.92	27 (12.33%)	160 (73.06%)	32 (14.61%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-2 reveals that the mean stress perception score of the 'Male' respondents is higher than that of the 'Female' respondents, and hence, it can be inferred that the 'Male' respondents experienced less amount of stress when compared to their 'Female' counterparts in their occupations. Table-2 further indicates that the percentage of respondents (9.48%) who experienced high level of stress is the lowest and the percentage of respondents

(22.41%) who experienced low level of stress is the highest among the male respondents. Hence, it can be inferred that the relationship between the sex group of the respondents and their perception on the occupational stress experienced by them is significant.

4.1.3 AGE GROUP OF THE RESPONDENTS AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-3: Age Group of the Respondents and Perception on Occupational Stress

Age Group	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Young	204	72.08	46.46 to 96.56	22 (10.78%)	120 (58.83%)	62 (30.39%)
Middle	581	68.84	37.60 to 92.92	55 (9.47%)	423 (72.80%)	103 (17.73%)
Old	215	70.43	38.54 to 91.46	24 (11.16%)	149 (69.31%)	42 (19.53%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table -3 reveals that the mean stress perception score of the 'Young' age group respondents is higher than that of the 'Middle' and 'Old' age group respondents and hence, it can be inferred that the 'Young' age group respondents experienced less amount of stress when compared to the 'Middle' and 'Old' age group respondents. Table-3 further indicates that the percentage of respondents (9.47%) who experienced high level of stress is the lowest among the 'Middle' age group respondents, and the percentage of respondents (30.39%) who experienced low level of stress is the highest among the 'Young' age group respondents. As the result is inconsistent, it can be inferred that the relationship between the age group of the respondents and their perception on the occupational stress experienced by them is not significant

4.1.4 LITERACY LEVEL OF THE RESPONDENTS AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-4: Literacy Level of the Respondents and Perception on Occupational Stress

Literacy Level	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Illiterate	54	64.82	46.46 to 89.38	08 (14.81%)	44 (81.49%)	02 (3.70%)
School Level	688	70.03	38.54 to 92.92	65 (9.45%)	476 (69.18%)	147 (21.37%)
ITI	68	72.05	48.75 to 96.56	09 (13.24%)	38 (55.88%)	21 (30.88%)
College	170	69.33	38.65 to 92.71	18	121	31

				(10.59%)	(71.17%)	(18.24%)
Others	20	73.74	37.60 to 88.65	01 (5.00%)	13 (65.00%)	06 (30.00%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-4 reveals that the mean stress perception score of the respondents who fall under 'Others' category is higher than that of the remaining categories of respondents and hence, it can be inferred that the respondents who fall under 'Others' category experienced less amount of stress when compared to the remaining categories of respondents. Table-4 further indicates that the percentage of respondents (5.00%) who experienced high level of stress is the lowest among the respondents who fall under 'Others' category and the percentage of respondents (30.88%) who experienced low level of stress is the highest among the respondents with 'ITI Qualification'. As the result is inconsistent, it can be inferred that the relationship between Literacy level of the respondents and their perception on the occupational stress experienced by them is not significant.

4.1.5 SIZE OF THE FAMILY OF THE RESPONDENTS AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-5: Size of the Family of the Respondents and Perception on Occupational Stress

Size of Family	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Small	28	73.01	48.85 to 91.98	01 (3.57%)	22 (78.57%)	05 (17.86%)
Medium	510	71.70	37.60 to 96.56	52 (10.20%)	321 (62.94%)	137 (26.86%)
Big	462	67.60	38.54 to 92.92	48 (10.39%)	349 (75.54%)	65 (14.07%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-5 reveals that the mean stress perception score of the respondents who are from 'Small' size families is higher than that of the respondents whose family sizes are 'Medium' and 'Big', and hence, it can be inferred that the respondents whose family size is 'Small' experienced less amount of stress when compared to the respondents of the remaining categories. Table-5 further indicates that the percentage of respondents (3.57%) who experienced high level of stress is the lowest among the respondents whose family size is small and the percentage of respondents (26.86%) who experienced low level of stress is the

highest among the respondents whose family size is ‘Medium’. As the result is inconsistent, it can be inferred that the relationship between Size of the Family of the respondents and their perception on the occupational stress experienced by them is not significant.

4.1.6 AVERAGE MONTHLY FAMILY INCOME OF THE RESPONDENTS AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-6: Average Monthly Family Income of the Respondents and Perception on Occupational Stress

Family Income Level	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Low	298	68.32	51.25 to 92.92	19 (6.38%)	224 (75.16%)	55 (18.46%)
Medium	557	70.86	39.79 to 96.56	55 (9.87%)	375 (67.33%)	127 (22.80%)
High	145	69.05	37.60 to 90.83	27 (18.62%)	93 (64.14%)	25 (17.24%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-6 reveals that the mean stress perception score of the respondents who fall under ‘Medium’ Average Monthly Family Income category is higher than that of the respondents whose Average Monthly Family Income is ‘Low’ and ‘High’ and hence, it can be inferred that the respondents with ‘Medium’ Average Monthly Family Income Level experienced less amount of stress when compared to the remaining categories of respondents. Table-6 further indicates that the percentage of respondents (6.38%) who experienced high level of stress is the lowest among the respondents with ‘Low’ Average Monthly Family Income and the percentage of respondents (22.80%) who experienced low level of stress is the highest among the respondents with ‘Medium’ Average Monthly Family Income. As the result is inconsistent, it can be inferred that the relationship between Average Monthly Family Income of the respondents and their perception on the occupational stress experienced by them is not significant.

4.1.6.1 NATURE OF JOB OF AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-6.1: Nature of Job and Perception on Occupational Stress

Nature of Job	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Unskilled	73	67.66	53.85 to 90.21	08 (10.96%)	54 (73.97%)	11 (15.07%)
Semi-skilled	572	72.18	37.60 to 92.92	56 (9.79%)	353 (61.71%)	163 (28.50%)

Skilled	355	66.52	38.65 to 96.56	37 (10.42%)	285 (80.28%)	33 (9.30%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-6.1 reveals that the mean stress perception score of the ‘Semi-skilled’ category respondents is higher than that of the ‘Unskilled’ and ‘Skilled’ category respondents, and hence, it can be inferred that the ‘Semi-skilled’ category respondents experienced less amount of stress when compared to the remaining categories of respondents. Table-6.1 further indicates that the percentage of respondents (9.79%) who experienced high level of stress is the lowest and the percentage of respondents (28.50%) who experienced low level of stress is the highest among the ‘Semi-skilled’ category respondents. Hence, it can be inferred that the relationship between nature of job of the respondents and their perception on the occupational stress experienced by them is significant.

4.1.7. TOTAL WORK EXPERIENCE OF THE RESPONDENTS AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-7: Total Work Experience of the Respondents and Perception on Occupational Stress

Total Experience	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Less	581	68.56	37.60 to 96.56	45 (7.75%)	426 (73.32%)	110 (18.93%)
Moderate	235	70.24	38.65 to 91.98	32 (13.62%)	155 (65.95%)	48 (20.43%)
More	184	73.37	38.65 to 92.92	24 (13.04%)	111 (60.33%)	49 (26.63%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-7 reveals that the mean stress perception score of the respondents who have put in ‘More’ years of Total Work Experience is higher than that of the remaining categories of respondents, and hence, it can be inferred that the respondents who have put in ‘More’ years of Total Work Experience experienced less amount of stress when compared to the remaining categories of respondents. Table-7 further indicates that the percentage of respondents (7.75%) who experienced high level of stress is the lowest among the respondents who have put in ‘Less’ years of total experience and the percentage of respondents (26.63%) who experienced low level of stress is the highest among the respondents who have put in ‘More’ years of total experience. As the result is inconsistent, it can be inferred that the relationship

between Total Work Experience of the respondents and their perception on the occupational stress experienced by them is not significant.

4.1.8. EXPERIENCE OF THE RESPONDENTS IN THEIR PRESENT ORGANISATIONS AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-8: Experience of the Respondents in Their Present Organizations and Perception on Occupational Stress

Present Experience	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Less	796	69.74	37.60 to 96.56	70 (8.79%)	553 (69.48%)	173 (21.73%)
Moderate	155	69.60	38.65 to 92.71	27 (17.42%)	98 (63.23%)	30 (19.35%)
More	49	72.20	42.40 to 82.50	04 (8.16%)	41 (83.68%)	04 (8.16%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-8 reveals that the mean stress perception score of the respondents who have 'More' years of experience in their present organisations is higher than that of the remaining categories of respondents, and hence, it can be inferred that the respondents who have 'More' years of experience in their present organisations experienced less amount of stress when compared to the remaining categories of respondents. Table-20 further indicates that the percentage of respondents (8.16%) who experienced high level of stress is the lowest among the respondents who have 'More' years of experience in their present organizations, and the percentage of respondents (21.73%) who experienced low level of stress is the highest among the respondents who have 'Less' years of experience in their present organisations. As the result is inconsistent, it can be inferred that the relationship between experience of the respondents in their present organisations and their perception on the occupational stress experienced by them is not significant.

4.1.9. SHIFT PATTERN AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-9: Shift Pattern and Perception on Occupational Stress

Shift Pattern	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
No shift	708	68.34	38.65 to 92.92	82 (11.58%)	512 (72.32%)	114 (16.10%)
Shift	292	73.49	37.60 to 96.56	19 (6.51%)	180 (61.64%)	93 (31.85%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-9 reveals that the mean stress perception score of the respondents who are ‘working in shift pattern’ is higher than that of the respondents who are ‘not working in shift pattern’ and hence, it can be inferred that the respondents who are ‘Working in shift pattern’ experienced less amount of stress when compared to the respondents who are ‘not working in shift pattern’. Table-9 further indicates that the percentage of respondents (6.51%) who experienced high level of stress is the lowest and the percentage of respondents (31.85%) who experienced low level of stress is the highest among the respondents who are ‘working in shift pattern’. Hence, it can be inferred that the relationship between shift pattern in the work of the respondents and their perception on the occupational stress experienced by them is significant.

4.1.10. OPINION OF THE RESPONDENTS ON MONETARY BENEFITS OFFERED TO THEM AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-10: Opinion of the Respondents on Monetary Benefits Offered to Them and Perception on Occupational Stress

Monetary Benefit	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Inadequate	494	68.04	37.60 to 96.56	72 (14.57%)	353 (71.46%)	69 (13.97%)
Adequate	431	71.57	38.65 to 92.92	20 (4.64%)	290 (67.29%)	121 (28.07%)
Plenty	75	71.79	38.54 to 90.00	09 (12.00%)	49 (65.33%)	17 (22.67%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table -10 reveals that the mean stress perception score of the respondents who have opined that the monetary benefits offered by their organisations are ‘Plenty’ is higher than that of the remaining categories of respondents, and hence, it can be inferred that the respondents who have opined that the monetary benefits offered by their organisations are ‘Plenty’ experienced less amount of stress when compared to the remaining categories of respondents. Table-10 further indicates that the percentage of respondents (4.64%) who experienced high level of stress is the lowest and the percentage of respondents (28.07%) who experienced low level of stress is the highest among the respondents who have opined that the monetary benefits offered by their organisations are ‘Adequate’. Hence, it can be inferred that the relationship between the opinion of the respondents on the monetary benefits that have been offered by their organisations and their perception on the Occupational stress experienced by them is significant.

4.1.11. OPINION OF THE RESPONDENTS ON NON-MONETARY BENEFITS OFFERED TO THEM AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-11: Opinion of the Respondents on Non-monetary Benefits Offered to Them and Perception on Occupational Stress

Non-Monetary Benefit	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Inadequate	584	72.04	39.79 to 96.56	60 (10.27%)	368 (63.02%)	156 (26.71%)
Adequate	363	66.42	38.65 to 92.92	30 (8.26%)	292 (80.45%)	41 (11.29%)
Plenty	53	69.06	37.60 to 92.92	11 (20.75%)	32 (60.38%)	10 (18.87%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-23 reveals that the mean stress perception score of the respondents who have opined that the non-monetary benefits offered by their organisations are ‘Inadequate’ is higher than that of the remaining categories of respondents, and hence, it can be inferred that the respondents who have opined that the non-monetary benefits offered by their organisations are ‘Inadequate’ experienced less amount of stress when compared to the

remaining categories of respondents. Table-23 further indicates that the percentage of respondents (8.26%) who experienced high level of stress is the lowest among the respondents who have opined that the non-monetary benefits offered by their organisations are ‘Adequate’, and the percentage of respondents (26.71%) who experienced low level of stress is the highest among the respondents who have opined that the non-monetary benefits offered by their organisations are ‘Inadequate’. As the result is inconsistent, it can be inferred that the relationship between Opinion of the respondents on the Non-Monetary Benefits offered by their organisations and their perception on the Occupational stress experienced by them is not significant.

4.1.12. LEVEL OF WORKLOAD AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-12: Level of Workload and Perception on Occupational Stress

Workload Level	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Less	95	74.00	42.40 to 92.92	04 (4.21%)	57 (60.00%)	34 (35.79%)
Moderate	656	70.41	38.54 to 96.56	56 (8.54%)	451 (68.75%)	149 (22.71%)
High	249	66.75	37.60 to 92.92	41 (16.47%)	184 (73.89%)	24 (9.64%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table-12 reveals that the mean stress perception score of the respondents who opined that their workload is ‘Less’ is higher than that of the remaining categories of respondents, and hence, it can be inferred that the respondents who opined that their workload is ‘Less’ experienced less amount of stress when compared to the remaining categories of respondents. Table-12 further indicates that the percentage of respondents (4.21%) who experienced high level of stress is the lowest and the percentage of respondents (35.79%) who experienced low level of stress is the highest among the respondents who opined that their workload is ‘Less’. Hence, it can be inferred that the relationship between the opinion of the respondents on their level of workload in their organizations and their perception on the Occupational stress experienced by them is significant.

4.1.13. LEVEL OF JOB SATISFACTION AND PERCEPTION ON OCCUPATIONAL STRESS.

Table-25: Level of Job Satisfaction and Perception on Occupational Stress

Job Satisfaction Level	No. of Respondents	Mean Score	Range	Level of Occupational Stress		
				High	Moderate	Less
Low	142	63.94	38.65 to 90.00	35 (24.65%)	104 (73.24%)	03 (2.11%)
Moderate	722	68.66	38.54 to 96.56	64 (8.86%)	537 (74.38%)	121 (16.76%)
High	136	82.26	37.60 to 92.92	02 (1.47%)	51 (37.50%)	83 (61.03%)
Total	1000	69.84	37.60 to 96.56	101 (10.10)	692 (69.20)	207 (20.70)

Source: Survey Data

Table -13 reveals that the mean stress perception score of the respondents who derived 'High' level of Job Satisfaction is higher than that of the respondents who derived 'Low' and 'Moderate' levels of Job satisfaction, and hence, it can be inferred that the respondents who derived 'High' level of Job satisfaction experienced less amount of stress when compared to the remaining categories of respondents. Table-13 further indicates that the percentage of respondents (1.47%) who experienced high level of stress is the lowest and the percentage of respondents (61.03%) who experienced low level of stress is the highest among the respondents who derived 'High' level of job satisfaction. Hence, it can be inferred that the relationship between the level of job satisfaction derived by the respondents and their perception on the Occupational stress experienced by them is significant.

4.2 SIGNIFICANCE IN THE DIFFERENCE IN THE MEAN SCORES WITHIN AND BETWEEN THE GROUPS – ANALYSIS OF VARIANCE [ANOVA].

The result of Analysis of Variance indicates that there exists a significant difference in the mean occupational stress perception scores among:

- a) The young, middle and old aged respondents.
- b) The respondents who differ in their literacy levels.
- c) The respondents with different Size of family.
- d) The respondents who vary in their Average Monthly Family Income.
- e) The respondents who vary in their Nature of Job.
- f) The respondents with different level of Total work experience.

- g) The respondents who have and have not the Shift pattern.
- h) The respondents with Permanent and Temporary jobs.
- i) The respondents who vary in their opinion on Monetary Benefit.
- j) The respondents who vary in their opinion on Non-monetary Benefit.
- k) The respondents who vary in their perception on Workload.
- l) The respondents who vary in their perception on Job satisfaction.

4.3 FACTORS INFLUENCING THE PERCEPTION OF RESPONDENTS ON THE OCCUPATIONAL STRESS EXPERIENCED BY THEM-CHI-SQUARE TEST.

The result of the Chi-square test indicates that the factors such as Sex Group, Age Group, Marital Status, Employment Status of Spouse, Literacy Level, Size of the Family, Type of the Family, Average Monthly Family Income, Average Monthly Family Expenses, Average Monthly Family Savings, Area of Residence, Distance Between Workplace and Home, Nature of Job, Total Work Experience, Experience in Present Organization, Shift Pattern, Permanency of Job, Remuneration Period, Opinion on Monetary Benefit, Opinion on Non-Monetary Benefit, Mode of conveyance, Level of Workload and Job Satisfaction significantly influence the perception of the respondents on the Occupational Stress that has been experienced by them.

4.4 OCCUPATIONAL STRESS PERCEPTION INDEX FOR THE SAMPLE RESPONDENTS - MULTIPLE REGRESSION ANALYSIS

Among the different independent variables included in this analysis, the variables Average Monthly Family Income of the Respondents, Total Work Experience, Shift Pattern, Permanency of Job, Monetary Benefits, and Level of Job Satisfaction derived by the Respondents have shown significance (positive) at 1% level of significance, the variables Size of the Family of the Respondents, Average Monthly Family Expenses, Distance Between Workplace and Home, Present Experience and Non-monetary Benefits have shown significance (negative) at 1% level of significance and the variables Age Group of the Respondents and Workload of the Respondents have shown the significance (negative) at 5% level of significance. The co-efficient of multiple determinations (R^2) shows an amount of 38.80% of variation explained by all the independent variables to the dependent variable. When this R^2 was tested for its significance by using ANOVA, F value was found to be highly significant.

5. FINDINGS

- The research reveals that the mean stress perception score of the respondents is 69.84

- Finds that the mean stress perception score of the 'Male' respondents is higher than that of the 'Female' respondents,
- The Research identify that the mean stress perception score of the 'Young' age group respondents is higher than that of the 'Middle' and 'Old' age group respondents
- The mean stress perception score of the respondents who fall under 'Others' category is higher than that of the remaining categories of respondents
- The mean stress perception score of the respondents who fall under 'Medium' Average Monthly Family Income category is higher than that of the respondents whose Average Monthly Family Income is 'Low' and 'High'
- Analysis of Variance indicates that there exists a significant difference in the mean occupational stress perception scores among different independent variable

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