

An Analysis of Work Related Stress Factors in GIDC of Ahmedabad

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ABSTRACT

Occupational stress is becoming a major issue in both corporate and social Agenda. In the absence of well-defined standards to assess the work related stress in India, an attempt is made in this direction to develop the factors for the evaluation of work stress. Accordingly, with the help of existing literature and in consultation with the safety experts, seven factors for the evaluation of work stress is developed. An instrument (Questionnaire) was developed using these seven factors for the evaluation of work stress. In this study research targeted employees working in GIDC area of Ahmedabad city and try to find what the key stress factors are associated with the work. Engineers and supervisors working in GIDC have been targeted for this study to examine the what the stress level factors affects they work environment

KEYWORDS: Stress, GIDC, Factors, Ahmedabad.

INTRODUCTION

Occupational stress is gaining significance in both corporate and social agenda. The business environment has become grown more complex today. The organizations are now experiencing a new culture of increasing speed, efficiency and competition. In industrialized countries, considerable changes in the conditions of work and changing complexions of the work place, is found during the last decade, due to the social and technical development (NIOSH, 2002).

Stress in any action or situation that places special physical person, anything that can cause imbalance his individual equilibrium and while is surprisingly uniform, the forms of the stress are innumerable. The one in contestable statement can be made about to government employees, to workers, to students, to teacher, to professor, to businessman etc. Stress is a part of fabric of life. Nothing can isolates stress from human being as it is evident from various research and studies. Stress can be managed but can't be simple done away. Today, widely accepted ideas, stress are suggest and challenge by now research, and that conclusion once firmly established may be turn completely around. The latest evidence suggested that,

"The common type of stressors found at the workplace are environmental stressors and occupational stressors (Vischer, 2007; Mc Coy and Evans, 2005). Environmental stressors are those which arise from extremes of temperatures and humidity, inadequate ventilation, excessive noise and vibration and presence of airborne contaminants such as dusts, fumes and gases. Occupational stressors are associated with too much or too little work, work relationships, decision latitude, role, support and changes at the work (HSE, 2006). It is observed that the presence of any one of the above or both can induce work stress.

Most of the people experience stress at one time or another. People often work well under certain stress leading to increase productivity. Many times they don't know in advance and the stress periods may be sudden. The situation may not be under control. They should know their level of stress that follows them to perform optimally in their life.

Finally, stress can be defined as a state of that result from a transaction between them and the things around them.

RESEARCH METHODOLOGY

This study is descriptive in nature where the data is collected through well-structured questionnaire and from the information taken from the investors. For data analysis mathematical and statistical tools like regression is used to analyse the data.

RESEARCH OBJECTIVE

1. To identify the factors responsible for work stress
2. To analyse the influence of stress factors among the engineers and supervisors working in GIDC of Ahmedabad

SAMPLE SIZE

100 Engineers/ supervisors working in GIDC of Ahmedabad city

SOURCES OF DATA

Both primary as well as secondary data sources have been used to collect the information for this study.

Primary data

Primary data is collected from the structured questionnaire

Secondary data

Secondary data is collected from Books, Journals, articles related to stress level have been utilised to collect the information.

LIMITATIONS OF THE STUDY

1. Error in collecting the data.
2. Only 100 engineers/supervisors have been targeted
3. Time duration in conducting the research is very low.

TOOLS FOR DATA ANALYSIS

- Regression analysis

REVIEW OF LITERATURE

Bindu (2007) explored the relationship between burnout, identity attributes and occupation stressors in 447 essential educator consequences of this study demonstrated that both identity and business related stressors were connected with burnout measurements. Neuroticism was a typical indicator of all measurements of burnout albeit individual achievement had an alternate heading.

Shimizutani et al (2008) led a study to explore the relationship of attendants' burnout with identity attributed and adapting conduct. The study was led on 770 medical attendants by utilizing Copenhagen Burnout Inventory, Nursing Job Stressor Scale, Eysenck Personality Questionnaire and Japanese rendition of brief COPE. The study uncovered that among the attendants with low neuroticism and high extroversion, customer related burnout associated with adapting conduct of behavioural contradiction and clash with patients. While adjusting investigation has continued growing, the a piece of key assessment and the significance individuals accommodate asking for encounters has not, at any rate in work nervousness examination, got the thought it justifies. Work uneasiness research (Dewe, 1993; Lowe & Bennett, 2003) has, exactly when researching work stressors, delineated that individuals can perceive the objective way of astressor and its hugeness, and examined whether concealed examinations like test and hindrance help to better perceive among essential work stressors(Cavanaugh, Boswell et al, 2000).

DATA ANALYSIS

Designation	Factors	B	Exp(B)	95% confidence interval for Exp(B)	
				Lower bound	Upper bound
Engineer	Intercept	-4.002			
	Demand	0.068	1.07	0.869	1.004
	Control	0.24	1.272	1.165	1.388
	Manager support	0.074	1.076	0.983	1.179
	Peers support	0.073	1.075	0.969	1.193
	Relationship	-0.124	0.884	0.79	0.989
	Role	0.064	1.066	0.938	1.211
	Change	-0.215	0.807	0.693	0.939
Supervisor	Intercept	-4.548			
	Demand	0.016			
	Control	0.076	1.016	0.928	1.043
	Manager support	0.104	1.079	1.019	1.143
	Peer support	0.063	1.109	1.028	1.197
	Relationship	0.011	1.065	0.979	1.16
	Role	0.046	1.012	0.915	1.119
	Change	-0.23	1.047	0.943	1.162
		0.795	0.704	0.897	

The multinomial logit model is shown in the above Table, has two parts labelled without come variable designation. This correspond to two equations shown below

$$\text{Logp}(\text{designation}=\text{engineers})/\text{p}(\text{designation}=\text{workers}) \\ = -4.002 + 0.068\text{De} + 0.240\text{CI} + 0.074\text{Ms} + 0.073\text{Ps} - 0.124\text{Re} + 0.064\text{RI} - 0.215\text{Ch}$$

$$\text{Log}(\text{p}(\text{designation}=\text{supervisors})/\text{p}(\text{designation}=\text{workers})) \\ = -4.548 + 0.016\text{De} + 0.076\text{CI} + 0.104\text{Ms} + 0.063\text{Ps} + 0.011\text{Re} + 0.046\text{RI} - 0.230\text{Ch}$$

The above equations can be interpreted by means of oddsratio as One unit increase in the variable- demand the multinomialodds of improvement of work stress among engineers over workers is expected to increase by a factor 1.070. Similar trend is obtained on supervisors over worker (OR >1), while keeping all other predictor variables constant. Similarly one unit increase in variables -control, manager support, and peer support, the multinomial odds of improvement of work stress expected to increase among engineers over workers by the factors

1.272, 1.076 and 1.075 respectively. Similar trend is noticed for supervisors over workers (OR >1).

One unit increase in the variable - role the multinomial improvement in work stress is expected to increase among engineers over workers by a factor 1.066 and similar trend is noticed for this variable among supervisors over the reference group

The multinomial odds of improvement in work stress for the unit change in the variable - change is expected to decrease among engineers over the workers by a factor 0.807 and similar trend is noticed for this variable among supervisors over workers (OR <1)

SUGGESTION

- ✓ There should proper timings of tea break and lunch break.
- ✓ Factory rules should not be bureaucratic so that the employees feel pleasant working with the company.
- ✓ Factory should conduct some seminars by professionals to relieve the stress among the engineers and supervisors.
- ✓ The organization should give the job rewards and recognition to the employees and committed that their service would go a long way. This may be higher compensation, performance bonus etc.
- ✓ There should be training and development programs for the employees so that the never feel stressed doing their job.
- ✓ The factory should adopt job enrichment and employee counseling strategies.
- ✓ It is the responsibility of management that there should be good interpersonal relationships in the environment of organization.

CONCLUSION

The results of the present study indicate that work stress exists among the employees in the public sector industries in Kerala. The instrument developed for the evaluation of work stress by using the variables /standards, namely demand, control, manager support, peer support, relationship, role and change has validity, unidimensionality and reliability and this instrument can be effectively used for the evaluation of work stress in different types of industries. Lack of control was observed among lower designation levels particularly at the workers level compared to engineers and supervisors. The factor modeling yielded two factor structure namely stress-personnel (Stress-P) and stress - team (Stress - T) for work stress.

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