

CONTROL OVER STRESS IN THE WORKPLACE WITH SPECIAL REFERENCE TO EMPLOYEES OF PRINT MEDIA

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Abstract

This paper examines the control over stress in the workplace among the employees in the field of Print Media. Further, the study examines the frequency of workplace stress concerning employees of print media, Tamil Nadu, India. An organisation is duty-bound to take care of the welfare of its employees, giving no room to stress. It should also have the ways and means to control stress. When respondents feel weighed down in their workplace, their reliance on their self will be withdrawn. They may react indifferently without concentrating on the outcome of the concern. If strain goes beyond the control of the individual, it not only affects one's personal life but also the growth of the organisation. The research plan is expressive. The researchers adopted a stratified random sampling method for the selection of the respondents of the study. It was hypothesized that no significant relationship between control over stress and personal variables of the employees in the workplace. The data was collected from 300 employees in print media by using structured and pre-tested questionnaire. Chi-Square, One-way ANOVA and t-Test analysis were used in this study. Major results show that there is a meaningful relationship between personal variables of the employees and their experiencing control over stress in the workplace.

Keywords: Workplace Stress, Print Media Employees, Organisational Behaviour and Control over Stress.

I. Introduction

Stress is a significant common issue and challenging the people's lifestyles in the day to day changing environment. It is a response adapted by the individual when there is a change in the entire organizational system. It affects the physical, psychological and behavioural pattern of the individuals. Finally, it affects the entire thinking faculty, and it creates a considerable damage to the immune system. This stress causes to study various factors which control the work pressure such as the perception of work, workplace relationship, emotional intelligence, understanding about the pressure at work and

maintaining a balance between the work and the individual life. The quality of work-life is directly associated with corporation relation and region of the employees, nature of employment of the employees and family structure of the employees (A, Alex & V, Sundar 2019)

Workplace strain points out that there is a persistent pressure created in the workplace only because of the nature of the job. The type of pressure found in the work situation is continuous, strenuous and extreme. If one can manage the strains and stresses, one can survive in any situations under the sun. If not so, it will create a negative impact on life and the performance of the employees. It will end in the uncontrolled blood pressure and diabetes, sickness related to digestion, and other diseases related to heart and entire nervous system. It will also lead to psychological disorders and non-sleeping hours, anxiety and loneliness and sometimes obesity. Long working hours, sleepless shift works, target fixed objectives, annual increment cut-offs due to non-achievement of targets, salary based on the performance appraisals, unsecured feeling of job, lack of computer literacy and lack of updating knowledge with the modern technology are the other important factors which also create stress to the people who would like to meet the both the ends for their family. It will affect their both family life and work life. If the employees carry over their problems and difficulties they face in work-life situations, then it will create miseries and worries in the family. Employers need to be aware of the importance of quality of work life and work life balance in achieving organizational effectiveness (Aruldoss, A. et al. 2020) Therefore, it is necessary for the organisation to motivate the employees by providing the welfare measures to promote the work-life balance in the workplace without compromising productivity and efficiency (A, Alex & V, Sundar, 2019). The study is majority of the employees are satisfied in their job and their company benefits. The results revealed that most of employees are dissatisfied with their working conditions, management communication and interaction level. Also study exhibited that the promotion opportunity in the company was disappointed among the employees. The company properly providing salary and other monetary benefits, fringe benefits, and facilities benefits to the employees at satisfactory level (Sembiyan, R., Baranidharan. S & Balamurugan, K., 2020) Therefore, it is good to know the reasons and causes of stress and stress factors so that one could be able to overcome these psychological disorders. Control over such type of work-life stress could be made possible when there is detailed research on it. This paper aims to find out the measures of how one can control stress in the print media workplace.

II. Review of Literature

Vivekanandan K et al. (2015) reported that there is a correlation between the employees who have talents and employees who have stress in the area of print media. Talents developed by the employees have a role to play in the occupational stress of the employees. There is a scope for employees to learn their skills and talents by way of training and development in the organisation. If the concern considers the need for talent management and develops the talent according to the need of the organization, employees would not feel stress and mental pressure. Stress is a cause of unsuitable job conditions, heavy workload, long working hours, working on a part-time basis and a weak relationship between the employers and the employees.

Ali Sahraian et al., (2013) studied the work-life of the nurses. They concluded that the nurses lead a stressful work life since they have to relate with the sick people. Sometimes the people whom they are serving are affected with incurable diseases. The day-to-day reality which affects the nurses is nothing but job stress. Many factors become the cause of job stress for nurses. Recognition and realization of these common phenomena of job stress would help

them reduce stress. Awareness of controlling measures can reduce the effects due to stress. It is concluded that some type of actions should be intervened to control their stress.

Love et al. (2010) made a study on contract professionals and found that they were not appreciated or cared and were not given any feedback on their work onsite. Fellow workers also criticized them. They were not able to control the workers. Clarity and certainty at work were missing in their job situation. The above-said factors made them more anxious and sad. They were more likely to internalize work stresses and problems encountered.

Satija (2013) documented that job stress, and occupational stress were the most predominant signs which affect the total work system es, and they have to be controlled at the workplace. Occupational stress and its relation to emotional intelligence were taken for the study. Their research came out with the suggestion that emotional balance is one of the vital tools which would help people to handle carefully occupational stress.

A. Alex & V. Sundar (2019) conducted a study on the Influence of factors of Quality of Work-Life with Job Stress in the Puducherry Road Transport Corporation, Puducherry. The research found that there was a relationship between quality of work-life and job stress.

A. Alex & V. Sundar (2019) attempted a study on the association level of quality of work-life and work-life balance of the employees. The study declared that there is a strong relationship between quality of work-life and work-life balance of the employees.

Sembiyan, R., Baranidharan. S & Balamurugan, K. (2020). The study exhibited that the promotion opportunity in the company was disappointed among the employees. The company properly providing salary and other monetary benefits, fringe benefits, and facilities benefits to the employees at satisfactory level. The study results suggest that company/management should have proper communication with all level employees in particular to job and work condition which would bring more efficiency in job performance and effective in work and also lead to enhance the growth of the company. The study concluded that there is an existence in employees job satisfaction in Toyota car service company Ltd. Pondicherry.

II.I Objectives of the Study

- To study the individual profile of the respondents in print media.
- To find out the relationship within the personal profile (i.e. age, religion, educational qualification, work experience and gender) of the respondents and their control over stress in the workplace.

III. Hypotheses of the Study

- There is no significant association within the age, religion, educational qualification, of the respondents and their control over stress in the workplace.
- There is no significant difference between the work experience of the respondents and the control over stress at the workplace.
- There is no significant difference between the gender of the respondents and the control over stress in the workplace.

IV. Research Methodology

This research is mainly aimed to study the employees of print media, Tiruchirappalli town in the State of Tamilnadu, South India. The researchers at the respective organizations randomly selected the sample of 300 workers at the print media (10 Publishing Houses). The researchers placed no requirements on the workers while taking the sample. The sample universe is 495 employees. The research design is descriptive. The researchers adopted stratified random (disproportionate) sampling method for the selection of the respondents of the study. A structured questionnaire was developed and used to collect various details from the respondents. Three hundred respondents in their respective areas were chosen to get the primary data for the study. After collecting the data, statistical analysis was done by

compiling and processing the data. The questionnaire was validated with the pilot study by giving the maximum value in Croanbach test. After getting the green signal from Croanbach test, The questionnaires were given to the employees individually. When the respondents, find any problem with the questionnaires or when they are not able to understand the meaning of the questions, the researchers were able to clear their doubts and make them understand the questions. Clearing off the doubts of the respondents helped the researchers collect the right data from the right persons. Then the data collected from the respondents were coded properly in the column given in the datasheet. The scores were allotted to the choices made by the respondents. The Microsoft Excel spreadsheet and the Statistical Package for the Social Sciences (SPSS) were used to feed and process the collected data. Research tools such as Chi-Square test, One-way ANOVA and t-Test were the statistical instruments used for analyzing the significant relationship between control over stress factors and independent variables (Personal profile) of the respondents for the study undertaken by the researchers.

VI. Analysis and Interpretations

The chosen form of hypothesis undertaken for the study was the type of null hypothesis. All five hypotheses were of the same kind. The researchers have the bounden duty to study the null hypotheses by using the statistical tests, which will enlighten them whether to accept or reject the null-hypotheses.

Hypothesis 1: There is no significant association between the age of the respondents and their control over stress level.

Table 1: Association between the Age of the Respondents and their Control over Stress

Age	Control Over Stress Level			Total
	Low	Moderate	High	
<i>Below 30 years</i>	9	8	2	19
<i>31 to 40 years</i>	22	72	12	106
<i>41 to 50 years</i>	19	90	23	132
<i>51 years and above</i>	4	29	10	43
Total	54	199	47	300

$\chi^2 = 17.549$, $df = 6$, $p\text{-value} = 0.007^{**}$ **** denotes Significant at 5% level**

Table No. 1 shows that the majority (199) employees from the four categories of age group namely, (below 30 years, 31- 40 years, 41-50 years and 51 years and above) experience a moderate level of control over stress. Within this overall opinion, 23 employees with age group of 41-50 years have a high level of control over stress, 90 employees had a moderate level of control over stress within the same group, and 22 employees from the age group of 31-40 years have a low level of control over stress, when compared to other groups. The p-value (0.007) is less than 0.05. Hence, the proposed null hypothesis is not accepted. The Chi-Square test came out with the result that there is a significant association between the age of the respondents and their opinion level towards control over stress in the study area.

Hypothesis 2: There is no significant association between the religion of the respondents and their control over stress level.

Table 2: Association between the Religion of the Respondents and their Control over Stress Level

Religion	Control Over Stress Level			Total
	Low	Moderate	High	
<i>Hinduism</i>	34	137	23	194
<i>Islamism</i>	5	28	7	40
<i>Christianity</i>	15	34	17	66
Total	54	199	47	300

$\chi^2 = 17.549$, $df = 6$, $p\text{-value} = 0.007^{**}$ **** denotes Significant at 5% level**

Table No. 2 shows that, the majority (199) employees from the four categories of religion, namely, Hinduism, Christianity, Islamism experience a moderate level of control over stress. Within this overall opinion, 23 employees from the religion of Hinduism had a high level, 137 employees, a moderate level, and 34 employees, a low level of control over stress when compared to others. The p-value (0.007) is less than 0.05. Hence, the null hypothesis proposed is correctly rejected. The result came out by the conduct of Chi-Square test proved that “there is a significant association between the religion of the respondents and their opinion level towards control over stress in the study area”.

Hypothesis 3: There is no significant association between the educational background of the respondents and their control over stress.

Table 3: Association between the Educational Background of the Respondents and their Control over Stress Level

Educational Background	Control Over Stress Level			Total
	Low	Moderate	High	
<i>SSLC</i>	10	15	2	27
<i>HSC/Diploma</i>	11	31	11	53
<i>Under Graduate</i>	24	80	16	120
<i>PG and Above</i>	9	73	18	100
Total	54	199	47	300

$\chi^2 = 17.549$, $df = 6$, $p\text{-value} = 0.007^{**}$ **** denotes Significant at 5% level**

Table No. 3 shows that the majority (199) employees from the four categories of educational background group namely, SSLC, HSC/Diploma, Under Graduate and Post Graduate and above experience a moderate level of control over stress. Within this overall opinion, 18 employees with educational qualification of Post Graduate and above have a high level, 80 employees with Under Graduate have a moderate level and 24 employees studied Under Graduate have a low level of control over stress when compared to others. The p-value for this study was 0.007, which is less than 0.05. Hence, the structured null hypothesis is easily rejected. The result which is due to the Chi-Square test okayed that there is a significant association between the educational background of the respondents and their opinion level towards control over stress in the study area.

Hypothesis 4: There is no significant variation between the work experience of the respondents and their control over stress.

Table No. 4 Variation between the Work Experience of the Respondents and their Control over Stress

Control Over Stress	Df	F	Sig.
<i>Between Groups</i>	4	5.423	.000
<i>Within Groups</i>	295		
Total	299		(Sig.)

From the above table 4, it is inferred that in one-way ANOVA, the total variation is partitioned into two components. They are between groups and within groups. Between groups represent the variation of the group scores and within groups represent the variation of the individual scores. The one-way ANOVA indicates the significance level of the F-value. The small significance value (< .05) indicates that there is a group difference. It is inferred from the study analysed in the table that there is a significant level which is observed to be less than .05. Therefore, the null hypothesis proposed in the study is validly rejected by the very fact of inference that there is a significant variance observed between the work experience of the respondents and their control over stress in the study area.

Hypothesis 5: There is no significant difference between the gender of the respondents and their Control over stress.

Table No. 5 Difference between the Gender of the Respondents and Control over Stress

Factor	Assumption	F	T	Df	Sig. (2-tailed)
Control over stress	Equal variances assumed	.220	-1.423	298	.156
	Equal variances not assumed		-1.622	45.707	.112

Table 5 indicates the significant difference among the respondents about the factors of occupational stress towards control over stress based on their gender. In order to test the significance, independent sample T-test was made use of. The occupational stress factors have been taken as the dependent variables and which were measured as an interval scale from always to never. The gender of the respondents has been taken as an independent variable and which was measured as a categorical scale. Since the gender belongs to two sampling units, namely male and female, independent Sample T-test was applied at 5 per cent level of significance. It is observed from the study table that there is no significant difference between gender of the respondents and their control over stress (Levene's test $F=0.220$, p -value 0.156). The obtained significance value is greater than 0.05. Hence, the null hypothesis has been accepted.

VII. Findings of the Study

General Findings Related to Respondents Personal Profile:

Majority of the respondents, i.e., 132 (44.0%) belongs to the age group of 41 to 50 years, 106 (35.3%) belongs to 31 to 40 years, 43 (14.3%) belongs to 51 years and above, and 19 (6.3%) belongs to below 30 years category. Majority of the respondents of the study belongs to the male category. Only 11.3% belongs to the female category. Majority of the sample respondents (55%) belongs to the married category. 41% belongs to the unmarried category. Only 10 (3.3%) respondents belong to divorced or window category. Sixty-five per cent of the respondents belong to Hinduism religion; 22.0 % of the respondents belong to Christianity and the remaining 13.3% of the respondents belong to Islamism.

About the educational background of the employees, 120 (40.0%) of the sample respondents belongs to Post Graduates, and above category, 100 (33.3%) belongs to Under Graduates, 53 (17.7%) belongs to +2 holders, and 27 (9.0%) belongs to SSLC. As far as average monthly income is concerned, more than one-third of the sample respondents 37.7% belongs to Rs.10,001 - 20,000/- category, 79 (26.3%) belongs to Rs.20,001 - 30,000/- category, 60 (20.0%) belongs to below Rs.30,001/- and above category and remaining 48 (16.0%) belongs to below Rs.10,000/- category. Majority 102 (34.0%) of the respondents are having 6 - 10 years of work experience, 73 (24.3%) of the respondents are having 11-15 years of work experience, 58 (19.3%) of the respondents are having 16-20 years of work experience, 42 (14.0%) of the respondents are having 0-5 years of work experience and 25 (8.3%) of the respondents have more than 20 years of work experience.

Hypotheses Related Findings:

- ✓ There is a significant association between the age, religion and educational background of the respondents and their opinion level towards control over stress in print media.
- ✓ There is a significant variance observed between the work experience of the respondents and their control over stress in print media.
- ✓ There is no significant difference between the gender of the respondents and their control over stress in print media.

VIII. Discussion and Conclusions

Peoples' lifestyle and standard of living have rapidly changed in recent years. Organisational health and job satisfaction depend upon various factors that are at work in the workplace. All these factors affect the mental health of the person. Occupation is an essential aspect of life, and a satisfactory work situation affects a person's feeling of personal importance. Dissatisfaction creates frustration, affects the efficiency of the worker and increases employee turnover. So, any training given by the company becomes meaningless. Most of the respondents in this study are having good experiences which help them to control over their stress. Majority of the respondents know the techniques to control over their stress level. Most of the employees who work in the study area that is print media are well educated. So they have the knowledge to control over their stress. Respondents in the print media know how to manage stress in such a way that it does not affect the work. The unrealistic time pressure in print media is very less. Similar respondents expect whole-hearted support from the management in their work. Nearly 200 respondents are smarter in their duties, even when there is a change in their job, and they could experience a moderate level of control over stress. Most of the respondents know how to finish their task effectively where they are specialized in it. It is well known that the print media job offers creativity in work. 75% of the respondents positively think that they can achieve any deadline. This shows that they are having control over their stress.

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