A STUDY ON STRESS MANAGEMENT OF MILL EMPLOYEES IN SRIVILLIPUTTUR IN VIRDHUNAGAR DISTRICT

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Abstract :

Stress refers to the strain arising from the conflict between our external environment and us, leading to emotional and physical pressure.There is both negative and positive stress, depending on each individual's unique perception of the tension between the two forces. Job stress is also associated with biological reaction that may lead ultimately to compromised health. Work place stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources or needs of the worker.These conditions may lead to poor work performance.

This study is an analysis on stress management that has been carried out on a sample of 80 spinning mill workers in and around the town of Srivilliputtur in Virudhanagar district of Tamil Nadu, India. Inflation, technological change, social responsibilities and rapid social changes are other extra-organizational factors causing stress. So, the researcher has made an attempt to know stress management of mill employees in Srivilliputtur. Different problems causing stress such as nature of employment, types of work, hours of work, their holidays, and balancing or relieving the stress offered by spinning mill units, have been examined and suggestions have been provided based on the findings of the study.

Keywords: *Job Stress, Stress Level, Stress Management, Srivilliputtur, Work Stress.*

Introduction

Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In recent world impossible to live without stress, weather the persons are students or a working adult. There is both negative and positive stress, depending on each individual's unique perception of the tension between the two forces. Job stress is also associated with biological reaction that may lead ultimately to compromised health. These conditions may lead to poor work performance

Work place stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources or needs of the worker. Stress is a prevalent and costly problem in today's workplace.The need of labour welfare arises from the very nature of industrial system

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which is characterized by two basic facts, viz: the conditions under which work is carried on are not congenial for health and second, when labour joins industry they have to work in an entirely strange atmosphere, creating problems adjustments.

The working environment in a factory affects the worker's health because of the excessive heat or cold, noise, fumes, dust, insanitation and lack of pure air. These lead to occupational health hazards and respiratory diseases. These need to be held under check by providing ameliorative services, protective devices and compensatory benefit in case of accidents or injury or disablement. This has been referred to as "the long arm of the job which stretches on its adverse effects on to the worker along after his/her normal 8 hour". Hence, the need for provision of welfare services within the premises of the factory or a plantation.

History of Srivilliputtur

Srivilliputtur is an important municipal city in Virudunagar district of Tamil Nadu. It is situated 75 kilometer south west of Madurai. Its main attraction is SriAndal's Temple is located in Srivilliputtur. Andal was a great devotee of Lord Krishna. The tower at the entrance gate (Main Gopuram) is the second highest in Tamil Nadu. And the tower is the symbol of Tamilnadu Government. The economy of the city is based on the manufacture of textiles, and there are mills for spinning and weaving cotton, as well as a large cotton market.

The major industries of Srivilliputtur are-

- Vinthiya spinning mill
- Arasanganesan textile mill
- Srivilliputtur co-operatives spinning mills
- Muthulakshmi spinning mills
- Standard spinning & weaving mills ltd
- Sri Vishnu Shankar Mill Ltd- Manufacturer of cotton yarn
- Sandhya Spinning Mills Ltd- Spinning mill, part of Ramco Group
- Geetha Krishna Spinning Mill Pvt. Ltd.- A quality cotton yarn manufacturer .
- Raju Spinning Mills (P) Ltd-Manufacturer of cotton yarn
- Nachiar Spinning Mills. - The largest and number one exporters of cotton yarns andclothsfromRajapalayam to all the Europe and African countries
- ShriPadmavathi Cotton Mills- Manufacturer of cotton Yarn.

Stress Management

Stress management is the need of the hour. However hard we try to go beyond a stress situation, life seems to find new ways of stressing us out and plaguing us with anxiety attack. Moreover, be it our anxiety, mind-exhaustion or our erring attitudes, we tend to overlook causes of stress and the conditions triggered by those. In such unsettling moments we often forget that stressors, if nit escapable, are fairly manageable and treatable.

Statement Of The Problem

Srivilliputtur is an ideal home for the spinning mill due to better climate. The researcher chose this topic as a study because human resources are the most vital resource of every organization. Any kind of stress or pressure directly affects their performance as well as

performance of the organization. As the competition is increasing day by day, employee stress is also increasing. Every organization has strong competition with each other hence wants greater productivity with proper utilization of resource, high sale and high profit. The purpose behind the study is to find out the key factors responsible for creating the level of stress. Hence in this study, an attempt has been made to analyze the stress management of spinning mill employees in Srivilliputtur.

Scope Of The Study

The present study influences the analysis of the stress management of spinning mill employees on Srivilliputtur on the all kinds of workers or employees. In today's modern and technology survival world, stress has increased. Inflation, technological change, social responsibilities and rapid social changes are other extra-organizational factors causing stress. So, the researcher has made an attempt to know stress management of mill employees in Srivilliputtur. The researcher is to study the problems of stress such as nature of employment, types of work, hours of work, their holidays, and balancing or relieving the stress offered by spinning mill units.

Objectives of The Study

The following are the objectives of the study:

- To study the causes of stress among employees.
- To analyze the level of stress on employees.
- To study the effectiveness of stress management program organized by the mill.
- To examine the remedial measures taken to control the stress on mill employees.
- To offer suitable suggestions to manage the stress.

Methodology

The study is an empirical research base on both primary data and secondary data. First hand data have been collected from the mill employees with the help of interview schedule. Secondary data is also collected from various studies, books, journals, magazines and websites to supplement the present study.

Sources of data

The present study is based on primary data and secondary data. The data are collected from every possible source.

Primary Data

The primary data were collected from the sample respondents through a questionnaire. A specimen of the questionnaire is placed in the appendix of the project report.

Secondary data

The secondary data needed for this study are collected from journals, books, magazines, articles, government records, and websites and so on.

Sampling Design

The researcher has used convenient sampling method. Total number of respondents in this study sample size is 80.

Limitations Of The Study

The following are the limitations of the study.

1. Due to paucity of time the researcher has selected only limited number of respondents for the study.
2. The study is limited to the employees of selected mill employees in Srivilliputtur.

3. The present study covers SrivilliputturTaluk only.

Meaning of Stress

Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. There is both positive and negative stress, depending on each individual's unique perception of the tension between the two forces. Stress bears deliberating effects on both the employer and employee.

Workplace Stress

Workplace Stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources or needs of the worker. These conditions may lead to poor work performance or even injury. Job stress is also associated with various biological reactions that may lead ultimately to compromised health, such as cardiovascular disease. Stress is a prevent and costly problem in today's workplace.

Symptoms of Stress

Absenteeism, escaping from work responsibilities, arriving late, leaving early, etc., deterioration in work performance, more of error prone work, memory loss, cribbing, over-reacting, arguing, getting irritated, anxiety, deteriorating health, more of accidents, improper eating habits, excessive smoking and drinking, sleeplessness, etc.

Causes of Stress

➢ **Organizational Factor**

Discrimination in pay or salary structure, strict rules and regulations,Ineffective communication, peer pressure, goals conflict/goals ambiguity, more of centralization and formal organization structure, less promotional opportunities, lack of employees participation in decision -making.

➢ **Individual Factor**

Excessive control over the employees by the manager's individual factor. There are various expectations which the family members peer, superior and subordinates have from the employee. Failure to understand such expectations lead to role conflict which in turn causes employee stress.

➢ **Job Concerning Factor**

Monotonous nature of job, unsafe and unhealthy working condition, lack of confidentiality, crowding, extra –organizational factors. In today's modern and technology survey world, stress has increased. Inflation, technology changes, social responsibilities and rapid social changes are other extra-organizational factors causing stress.

What happens when you are stressed?

Stress is what you feel when you have to handle more than you are used to. When you are stressed, your body responds as though you are in danger. It makes hormones that speed up your heart, make you breathe faster, and give you a burst of energy. This is called the fight-or-flight stress response. Some stress is normal and even useful. Stress can help if you need to work hard or react quickly. For example, it can help you win a race or finish an important job on time.

But if stress happens too often or lasts too long, it can have bad effects. It can be linked to headaches, an upset stomach, back pain, and trouble sleeping. It can weaken your immune

system, making it harder to fight off disease. If you already have a health problem, stress may make it worse. It can make you moody, tense, or depressed. Your relationships may suffer, and you may not do well at work or school.

How do you measure your stress level?

Sometimes it is clear where stress is coming from. You can count on stress during a major life change such as the death of a loved one, getting married, or having a baby. But other times it may not be so clear why you feel stressed.

It's important to figure out what causes stress for you. Everyone feels and responds to stress differently. Tracking your stress may help. Get a notebook, and write down when something makes you feel stressed. Then write how you reacted and what you did to deal with the stress. Tracking your stress can help you find out what is causing your stress and how much stress you feel. Then you can take steps to reduce the stress or handle it better.

Stress Management strategy

1. Avoid unnecessary stress

Not all stress can be avoided, and it's not healthy to avoid a situation that needs to be addressed. You may be surprised, however, by the number of stressors in your life that you can eliminate.

- **Learn how to say "no"** – Know your limits and stick to them. Whether in your personal or professional life, taking on more than you can handle is a surefire recipe for stress.
- **Avoid people who stress you out** – If someone consistently causes stress in your life and you can't turn the relationship around, limit the amount of time you spend with that person or end the relationship entirely.
- **Take control of your environment** – If the evening news makes you anxious, turn the TV off. If traffic's got you tense, take a longer but less-traveled route. If going to the market is an unpleasant chore, do your grocery shopping online.
- **Avoid hot-button topics** – If you get upset over religion or politics, cross them off your conversation list. If you repeatedly argue about the same subject with the same people, stop bringing it up or excuse yourself when it's the topic of discussion.

2. Alter the situation

If you can't avoid a stressful situation, try to alter it. Figure out what you can do to change things so the problem doesn't present itself in the future. Often, this involves changing the way you communicate and operate in your daily life.

- **Express your feelings instead of bottling them up.** If something or someone is bothering you, communicate your concerns in an open and respectful way. If you don't voice your feelings, resentment will build and the situation will likely remain the same.
- **Be willing to compromise.** When you ask someone to change their behavior, be willing to do the same. If you both are willing to bend at least a little, you'll have a good chance of finding a happy middle ground.
- **Be more assertive.** Don't take a backseat in your own life. Deal with problems head on, doing your best to anticipate and prevent them. If you've got an exam to study for

and your chatty roommate just got home, say up front that you only have five minutes to talk.

- **Manage your time better.** Poor time management can cause a lot of stress. When you're stretched too thin and running behind, it's hard to stay calm and focused. But if you plan ahead and make sure you don't overextend yourself, you can alter the amount of stress you're under.

3. Adapt to the stressor

If you can't change the stressor, change yourself. You can adapt to stressful situations and regain your sense of control by changing your expectations and attitude.

- **Reframe problems.** Try to view stressful situations from a more positive perspective. Rather than fuming about a traffic jam, look at it as an opportunity to pause and regroup, listen to your favorite radio station, or enjoy some alone time.
- **Look at the big picture.** Take perspective of the stressful situation. Ask yourself how important it will be in the long run. Will it matter in a month? A year? Is it really worth getting upset over? If the answer is no, focus your time and energy elsewhere.
- **Adjust your standards.** Perfectionism is a major source of avoidable stress. Stop setting yourself up for failure by demanding perfection. Set reasonable standards for yourself and others, and learn to be okay with "good enough."
- **Focus on the positive.** When stress is getting you down, take a moment to reflect on all the things you appreciate in your life, including your own positive qualities and gifts. This simple strategy can help you keep things in perspective.
- **Adjusting Your Attitude**. How you think can have a profound effect on your emotional and physical well-being. Each time you think a negative thought about yourself, your body reacts as if it were in the throes of a tension-filled situation. If you see good things about yourself, you are more likely to feel good; the reverse is also true. Eliminate words such as "always," "never," "should," and "must." These are telltale marks of self-defeating thoughts.

4. Make time for fun and relaxation

Beyond a take-charge approach and a positive attitude, you can reduce stress in your life by nurturing yourself. If you regularly make time for fun and relaxation, you'll be in a better place to handle life's stressors.

Healthy ways to relax and recharge

- Go for a walk.
- Spend time in nature.
- Call a good friend.
- Sweat out tension with a good workout.
- Write in your journal.
- Take a long bath.
- Light scented candles.
- Savor a warm cup of coffee or tea.
- Play with a pet.
- Work in your garden.
- Get a massage.
- Curl up with a good book.
- Listen to music.
- Watch a comedy

Analysis of Stress Management of Mill Employees

In this work the researcher has made an attempt to analyze the stress management of mill employees in Srivilliputtur. For this purpose, the researcher has gathered socio-economic profile of the respondents like nature of residence, gender, age, marital status educational qualification, monthly income of the respondents, number of earning members of the respondents and detail regarding stress about mill employees. To fulfill the objectives of the study analysis has been made by using Percentage and Weighted Arithmetic Mean method and Garret score. The details of the analysis are presented in the following tables.

Table 1.1

Socio – Economic Status wise classification

S.No	Socio – Economic Variables	No. of Respondents	Percentage
Nature of Residence Wise Classification			
1	Urban	17	21.2
2	Semi-Urban	26	32.5
3	Rural	37	46.2
Gender wise classification			
1	Male	36	45.0
2	Female	44	55.0
Age wise classification			
1	Below 25 years	24	30.0
2	25 to 35 years	31	38.8
3	35 to 45 years	16	20.0
4	Above 45 years	9	11.2
Marital Status wise classification			
1	Married	45	56.3
2	Unmarried	35	43.7
Children wise classification			
1	Have children	33	73.3
2	Do not have children	12	26.7
Number of children wise classification			
1	1	7	18.4
2	2	24	63.2
3	3	5	13.2
4	Above 3	2	5.2
Type of Family Wise Classification			
1	Joint family	19	23.8

2	Nuclear family	61	76.2
Number of members in family			
1	3 members	36	45.00
2	4 members	20	25.00
3	Above 4 members	24	30.00
Educational Qualification wise classification			
1	Below SSLC	18	22.5
2	SSLC	19	23.8
3	HSC	26	32.5
4	Diploma	12	15.0
5	Degree	5	6.2
Income wise classification			
1	Below Rs.3000	30	37.5
2	Rs.3001 to Rs.6000	31	38.8
3	Rs.6001 to Rs.9000	15	18.8
4	Above Rs.9000	4	5.0
Number of Earning Member in Family Wise Classification			
1	1	13	16.2
2	2	43	53.8
3	3	21	26.2
4	Above 3	3	3.8
Mill wise Classification			
1	Vinthiya Spinning Mill	16	20.0
2	Arasanganesan Textile Mill	15	18.8
3	Srivilliputtur Co-operative Spinning Mill	9	11.2
4	Standard Spinning Mill	6	7.5
5	Sri Vishnu Shankar Mill	9	11.2
6	Sandhya Spinning Mill	8	10.0
7	Geetha Krishna Spinning Mill	6	7.5
8	Raju Spinning Mill	6	7.5
9	Nachiar Spinning Mill	5	6.2
Designation wise Classification			
1	Accountant	9	11.3
2	Supervisor	22	27.5
3	Sub-ordinates	40	50.0
4	Cashier	9	11.2
Number of years Experience wise Classification			
1	Below 2 years	24	30.0

2	2 to 5 years	28	35.0
3	5 to 10 years	17	21.3
4	Above 10 years	11	13.7
Total		**80**	**100.0**

Source: Primary data

The findings of the Socio–Economic variables status are summarized as below.

- It is understood that most of the 37 respondents (46.2%) nature of residence are rural area.
- It is evident from that above table shows that majority of the 44 respondents (55%) are female.
- It has brought out that Table 3.3 that most of the 31 respondents (38.8%) are in the age of 25 to35 years.
- It is apparent that the majority of the 45 respondents (56.25%) are married.
- It is clear that majority of the 33 respondents (73.3%) are having children.
- It is evident from the above table that majority of the 24 respondents (63.2%) are having two children.
- It is understood the above table that majority of the respondents (76.2%) are nuclear family.
- It is lucid that the most of (45%) of the respondents are having 3 members in a family.
- It is clear that most of the 26 respondents (32.5%) are at HSC level educational qualification.
- It is inferred that most of the respondents (38.8%) are coming under the monthly income group from Rs3001 to Rs.6000.
- It is understood that majority of the respondents (53.8%) their family earning member is 2.
- It is concluded that the majority of the 40 respondents (50%) are in sub-ordinates.
- It is concluded that the most of the 28 respondents (35%) are having experience in mill 2 to 5 years.

WORKING FEEL IN THE MILL

The researcher has to collect the data relating to working feel in the mill. The result is presented the below Table 1.2.

Table 1.2

Working Feel in the Mill

S. No	Working Feel	No. of Respondents	Percentage
1	Satisfied	34	42.5
2	Dissatisfied	24	34.0
3	Depressed	16	20.0
4	Unable to concentrate	6	7.5
Total		**80**	**100.0**

Source: Primary data

The above Table 1.2 shows that out of 80 respondents, 34 respondents (42.5%) are feel satisfied his or her work, 24 respondents (34%) are feel dissatisfied his or her work, 16 respondents (20%) are feel depressed his or her work and the remaining 6 respondents (7.5%) are feel unable to concentrate his or her work.

It is found that the most of the 34 respondents (42.5%) are feel satisfied his or her work.

Working in Night Shift

The researcher has to collect the data relating to working in night shift. The result is presented the below Table 1.3.

Table 1.3

Working in Night Shift

S. No	Working in Night Shift	No. of Respondents	Percentage
1	Working	48	60.0
2	Not working	32	40.0
	Total	**80**	**100 .0**

Source: Primary data

It is vivid from the above Table 1.3 shows that out of 80 respondents, 48 respondents (60%) are working in night shift and the remaining 32 respondents (40%) are not working in night shift.

It is understood that the majority of the 48 respondents (60%) are working in night shift.

Opinion about Job Stressful

The researcher has to collect the opinion relating to find your job stressful. The result is presented the below Table 1.4.

Table 1.4

Opinion about Job Stressful

S. No	Job Stressful	No. of Respondents	Percentage
1	Stress	50	62.5
2	Do not stress	30	37.5
Total		**80**	**100.0**

Source: Primary data

The above Table 1.4 shows that out of 80 respondents, 50 respondents (62.5%) are opine that their job stressful and the remaining 30 respondents (37.5%) are opine that their job not stressful.

It is understood that the majority of the 50 respondents (62.5%) are find their job stressful.

Handle Stress Situations

The researcher has to collect the data relating to how do handle stress situations. The result is presented the below Table 1.5.

Table 1.5

Handle Stress Situations

S. No	Handle Stress Situation	No. of Respondents	Percentage
1	Optimistically	6	12
2	With the help of others	9	18
3	Depends upon others	16	32
4	Refreshment	19	38
Total		**50**	**100**

Source: Primary data

It is found the above Table 1.5 shows that out of 80 respondents 50 respondents are feel that job stressful. So that these 50 respondents are analyzed that how to handle stress situation, 6 respondents (12%) are optimistically to handle stress situations,9 respondents (18%) are with the help of others to handle stress situation, 16 respondents (32%) are depends upon others to handle stress situation and the remaining 19 respondents (23.8%) are refresh to handle stress situation.

It is apparent that the most of the 19 respondents (38%) are related to refreshment.

Management Pressure for Stress

The researcher to know the data relating to management pressure is main reason for stress. The result presented the below Table 1.6.

Table 1.6

Management Pressure

S. No	Management Pressure	No. of Respondents	Percentage
1	Management pressure	44	55.0
2	No management pressure	36	45.0
Total		**80**	**100.0**

Source: Primary data

It is found the above Table 1.6 shows that out of 80 respondents, 44 respondents (55%) are the main reason management pressure for stress and the remaining 36 respondents (45%) are no management pressure for stress.

It is vivid that the majority of the 44 respondents (55%) are the main reason management pressure for stress.

Reason for stress

The Researcher has to clearly collect the data relating to most of your stress related. The result is presented below the Table 1.7.

Table 1.7

Most Stress Related

S. No	Most Stress Related	No. of Respondents	Percentage
1	Need to hit targets	10	27.78
2	Long working hours	11	30.56
3	Night shift working	15	41.66
Total		**36**	**100.00**

Source: Primary data

It is inferred the above Table 1.7 shows that out of 80 respondents 36 respondents are opine that stress not related to management pressure. So these 36 respondents are further analyzed to reason for stress, 10 respondents (27.78%) are stress related to need to hit targets, 11 respondents (30.56%) are stress related to long working hours and the remaining 15 respondents (41.66%) are stress related night shift working.

It is understood that the most of the 15 respondents (41.66%) are stress related to night shift working.

Managing the Stress Situation

The researcher has to collect the data relating to the respondents how to manage the stress. The result is presented the below Table 1.8.

Table 1.8

Manage the Stress

S. No	Manage the Stress	No.of Respondents	Percentage
1	Refreshment	21	26.2
2	Continue the work	10	12.5
3	Relaxation	24	30.0
4	Spending time to colleagues	25	31.2
Total		**80**	**100.0**

Source: Primary data

The above Table 1.8 shows that out of 80 respondents, 21 respondents (26.2%) are manage the stress through refreshment, 10 respondents (12.5%) are manage the stress through continue the work, 24 respondents (30%) are manage the stress through relaxation and the remaining 25 respondents (31.2%) are manage the stress through spending time to colleagues.

It is evident from that above Table shows most of the 25 respondents (31.2%) are managing the stress through spending time to colleagues.

Share Any Stress in Work

The researcher has to know the data relating to share any problem in your work. The result is presented the below Table 1.9.

Table 1.9

Share the Stress Situation

S. No	Share Problem	No of Respondents	Percentage
1	Superior	32	40.0
2	Colleagues	18	22.5
3	Head of the hr department	25	31.2
4	Family members	5	6.2
Total		**80**	**100.0**

Source: Primary data

The above Table 1.9 shows that out of 80, respondents, 32 respondents (40%) are share the problems to superior, 18 respondents (22.5%) are share the problems to colleagues, 25 respondents (31.2%) are share the problems to head of the Hr department and remaining (6.2%) are share the problem to family members.

It is found that the most of the 32 respondents (40%) are sharing the problem to superior.

Leave Taken for Work Related Stress

The researcher has to collect the data relating to respondents take leave for work related stress. The result is presented the below Table 1.10.

Table 1.10

Leave Taken for Work Related Stress

S. No	Leave Taken	No. of Respondents	Percentage
1	Taken	44	55.0
2	Not taken	36	45.0
Total		**80**	**100.0**

Source: Primary data

It is obvious to note that Table 1.10 shows that out of 80 respondents, 44 respondents (55%) are taken leave for work related stress and remaining 36 respondents (45%) are not taken leave for work related stress.

It is understood that the majority of the 44 respondents (55%) are taken leave for work related stress.

Number of Days Taken for Leave

The researcher has to collect the data relating to number of days taken for leave by the respondents. The below Table 1.11 shows the result.

Table 1.11

Number of Days Taken for Leave

S. No	No. of Days	No of Respondents	Percentage
1	3 days	24	54.5
2	4 to 8 days	16	36.4
3	9 to 12 days	3	6.8
4	Above 12 days	1	2.3
Total		**44**	**100.0**

Source: Primary data

The above Table 1.11 shows that out of 80 respondents 44 respondents are classified under number of days leave taken for work related stress, 24 respondents (54.5%) are taken 3 days leave for work related stress, 16 respondents (36.4%) are taken 4 to 8 days leave for work related stress, 3 respondents (6.8%) are taken 9 to 12 days leave for work related stress and the remaining 1 respondents (2.3%) are taken above 12 days leave for work related stress.

It is understood that the majority of the 24 respondents (54.5%) are taken 3 days leave for work related stress.

Stress Relieving From Entertainment Program

The researcher has to collect the data relating to respondents stress relieving from entertainment program. The below Table 1.12 shows the result.

Table 1.12

Stress Relieving From Entertainment Program

S. No	Leave Taken	No. of Respondents	Percentage
1	Taken	44	55.0
2	Not taken	36	45.0
Total		**80**	**100.0**

Source: Primary data

The above Table 1.12 show that out of 80 respondents, 44 respondents (55%) are says that through entertainment program relieve from their stress and the remaining 36 respondents (45%) are not relieving from entertainment program.

It is inferred that the majority of the 44 respondents (55%) are says that through entertainment program relieve from their stress.

Rank the Stress Relieving Entertainment Program

The researcher has to collect the data relating to respondents stress relieving from entertainment program. The results are shown in Table 1.13.

Table 1.13

Ranking the Stress Relieving Entertainment Program

S. No	Entertainment Program	1	2	3	4	5	Total
1	Yoga	14	11	13	2	4	**44**
2	Physical exercise	0	10	10	11	13	**44**
3	Meeting friends and relatives	5	5	4	14	16	**44**
4	Watching television	13	8	12	7	4	**44**
5	Go to the cinema	10	0	17	7	10	**44**

Source: Primary data

Table 1.13.1

Calculation of Garret Score

S. No	Entertainment Program	(100) Rij-0.5/Nij	Table value
1	Yoga	1-0.5/5=10	75
2	Physical exercise	2-0.5/5=30	60
3	Meeting friends and relatives	3-0.5/5=50	50
4	Watching television	4-0.5/5=70	39
5	Go to the cinema	5-0.5/5=90	24

Source: Primary data

From the Table 1.13.1 shows the garret score value. By multiplying the score value of Table 1.13 to Table 1.13.1. Then the researcher adds the each column in the entertainment program. The total Garret score values are presented in the Table 1.13.2.

Table 1.13.2

Garret Score of Entertainment Program

S.No	Factor	1	2	3	4	5	Total
1	Yoga	1050	825	975	150	300	3900
2	Physical exercise	0	600	600	660	780	2640
3	Meeting friends and relatives	250	250	200	700	650	2050
4	Watching television	507	312	468	273	156	1716
5	Go to the cinema	240	0	408	168	240	1056

Source: Primary data

From the Table 1.13.2 total score value is divided by the number of respondents. The result is presented in the Table 1.13.2.

Table 1.13.3

Average Score of Entertainment Program

S. No	Factor	Total Score	Average Score	Rank
1	Yoga	3900	49	I
2	Physical exercise	2640	33	II
3	Meeting friends and relatives	2050	26	III
4	Watching television	1716	21	IV
5	Go to the cinema	1056	13	V

Source: Computed Value

From the Garret Ranking Method, The respondents give first Rank to Yoga, Second Rank to Physical exercise Third Rank to Meeting friends and relatives, Fourth Rank to Watching Television, Fifth Rank given to the Cinema.

Satisfied with Job

The researcher has to collect the data relating to respondents satisfied with our job. The below Table 1.14 shows the result.

Table 1.14

Satisfied with Job

S. No	Opinion	No. of Respondents	Percentage
1	Satisfy	54	67.5
2	Not satisfy	26	32.5
Total		**80**	**100.0**

Source: Primary data

The above Table 1.14 shows that out of 80 respondents, 54 respondents (67.5%) are satisfied with our job and the remaining 26 respondents (32.5%) are not satisfied with our job.

It is inferred that the majority of the 54 respondents (67.5%) are satisfied with our job.

Receive lowest salary

The researcher has to collect the data relating to respondents receive poor salary the Table 1.15 shows the result.

Table 1.15

Receive Poor Salary

S. No	Poor Salary	No. of Respondents	Percentage
1	Receive	34	42.5
2	Not receive	46	57.5
Total		**80**	**100.0**

Source: Primary data

The above Table 1.15 exhibits that out of 80 respondents, 34 respondents (42.5%) are feel to receive poor salary and remaining 46 respondents (57.5%) are not feel to receive poor salary.

It is apparent that the majority of the 46 respondents (57.5%) are not feel to receive poor salary.

Opinion about Job inSecurity

The researcher has to collect the data relating to respondents feel your job in security the results are shown in below Table 1.16.

Table 1.16

Opinion about Job Insecurity

S. No	Job Security	No. of Respondents	Percentage
1	Security	52	65.0
2	No security	28	35.0
Total		**80**	**100.0**

Source: Primary data

The above Table 1.16 shows that out of 80 respondents, 52 respondents (65%) are feel their job in security and the remaining 28 respondents (35%) are not feel their job in security.

It is inferred that the majority of the 52 respondents (65%) are feel their job in security.

Remedial Measure Taken to Control the Stress

The researcher has to collect the data relating to respondents taken remedial measures to control the stress. The result is presented the Table 1.17.

Table 1.17

Remedial Measures

S. No	Remedial Measure	No. of Respondents	Percentage
1	To increase no. of workers	24	30.0
2	Increase the brake time	28	35.0
3	Holiday trips	23	28.8
4	Meditation	5	6.2
Total		**80**	**100.0**

Source: Primary data

It is vivid from the above Table 1.17 shows that out of 80 respondents, 24 respondents (30%) are told that to increase number of workers for control the stress, 28 respondents (35%) says that increase the brake time for control the stress, 23 respondents (28.8%) opinion is holiday trips for control the stress and remaining 5 respondents (6.2%) opinion is meditation for control the stress.

It is inferred that the most of the 28 respondents (35%) says that increase the brake time for control the stress.

Factor behind or affect in work and family commitments

To know the opinion of the respondents which factor behind or affect in work and family commitments study has been made. For the purpose of the study, details are gathered from the respondents regarding various factors like hours of work, over time, need more holidays, work from home after office hours, travelling away from home, high work load, management pressure, less brake time. The result is presented Table 1.18.

Table 1.18

Factor behind or affect in work and family commitments

S. No	Factors	Does Not Affect	Affect Some Time	Affect Many Times	Affect Always	Total	WAM
1	Hours of work	32	21	12	15	**80**	**2.9**
		40%	26.2%	15%	18.8%	**100%**	
2	Over time	39	24	7	10	**80**	**3.2**
		48.8%	30%	8.8%	12.5%	**100%**	
3	Need more holidays	31	24	8	17	**80**	**2.9**
		38.8%	30%	10%	21.2%	**100%**	
4	Work from home after office work	25	28	15	12	**80**	**2.8**
		31.2%	35%	18.8%	15%	**100%**	
5	Travelling away from home	26	24	21	9	**80**	**2.8**
		32.5%	30%	26.25%	11.25%	**100%**	

6	High work load	25	20	20	15	**80**	**2.7**
		31.2%	25%	25%	18.8%	**100%**	
7	Management Pressure	24	26	18	12	**80**	**2.8**
		30%	32.5%	22.5%	15%	**100%**	
8	Less brake time	21	26	20	13	**80**	**2.7**
		26.2%	32.5%	25%	16.3%	**100%**	

Source: Computed Value

32x4+21x3+12x2+15x1/80 = 2.9

39x4+24x3+7x2+10x1/80 = 3.2

31x4+24x3+8x2+17x1/80 = 2.9

25x4+28x3+15x2+12x1/80 = 2.8

26x4+24x3+21x2+9x1/80 = 2.8

25x4+20x3+20x2+15x1/80 = 2.7

24x4+26x3+18x2+12x1/80 = 2.8

21x4+26x3+20x2+13x1/80 = 2.7

The above Table 1.18 shows that the80 respondents, 32 respondents (40%) are does not affect in hours of work, 39 respondents (48.8%) are does not affect in over time, 31 respondents (38.8%) are does not affect in need more holidays, 28 respondents (35%) are affect sometimes in work from home after office work, 26 respondents (32.5%) are does not affect in travelling away from home, 25 respondents (31.2%) are does not affect in travelling from home, 26 respondents (32.5%) are in affect some times in management pressure, 26 respondents (32.5%) are affect some times in less brake time.

FINDINGS OF THE STUDY

- It is found that the most of the 34 respondents (42.5%) are feel satisfied in their work.
- It is understood that the majority of the 48 respondents (60%) are working in night shift.
- It is understood that the majority of the 50 respondents (62.5%) find their jobs are stressful.
- It is apparent that the most of the 19 respondents (38%) handle their stress by taking some refreshment.
- It is vivid that the majority of the 44 respondents (55%) feel that the main reason for stress is management pressure.
- It is understood that the most of the 15 respondents (41.66%) stress related to night shift working.
- It is clear that the most of the 25 respondents (31.2%) are manage their stress through spending time with colleagues.
- It is found that the most of the 32 respondents (40%) are report their problem to superior.
- It is understood that the majority of the 44 respondents (55%) are taken leave for work related stress.
- It is understood that the majority of the 24 respondents (54.5%) are taken 3 days leave for work related stress.

- It is inferred that the majority of the 44 respondents (55%) feels that the stress managementprogrammeshould relieve their stress.
- The Researcher has using garret ranking technique to analyze the stress management programmefor relieving from their stress. The first rank is given to Yoga.
- It is inferred that the majority of the 54 respondents (67.5%) are satisfied with our job.
- It is apparent that the majority of the 46 respondents (57.5%) are feeling not receiving poor salary.
- It is inferred that the majority of the 52 respondents (65%) are feel their job is secured.
- It is inferred that the most of the 28 respondents (35%) feels that the increase inbreak time is the remedial measure to control their stress.
- It is understood that most of the 32 respondents (40%) feels that the working hours does not affect their work/ family commitment.
- It is concluded that the most of the 39 respondents (48.8%) feels that the overtime does not affect their work/ family commitment.
- It is understood that the most of the 28 respondents (35%) feels that the office work at home sometimes affect their work/ family commitment..
- It is apparent that the most of the 26 respondents (32.5%) feels that travelling away from does not affect their work/ family commitment.
- It is understood that the most of the 25 respondents (31.2%) feels that the heavy workload does not affect their work/ family commitment.
- It is understood that the most of the 26 respondents (32.5%) feels that the management tourcher sometimes affect their work/ family commitment.
- It is understood that the most 26 respondents (32.5%) feels that the less break time affect their work/ family commitment.

Suggestions

The following are the suggestions made by the researcher based on the following findings of the study.

- Majority of the respondent feel that the main reason for stress is management pressure, so the management gives friendly support to the respondent and encourage the loyal worker.
- The researcher has suggested the management to offer sufficient break time to the respondent it gives relaxation and refreshment to the respondent and again come back their work with somewhat more energy.
- The management should give stress management programme such as yoga, arranging family tours, special meetings etc., so as to relieve from their stress.
- The researcher suggested the management to most probably not to give office work at

home; this will reduce spending time with family and create frustration in their job and their management. So probably bring office workat office only.

Conclusion

The stress management of mill employees in Srivilliputtur is analyzed by researcher using Percentage, Weighted Arithmetic Mean method and Garret Score. In conclusion, health care professional stress because of intense daily activity. Human being canned become sick if they work too long at a high sustained pooled without stress management. They are at their most productive and healthy state if they can work at a manageable lad. Stress can be minimized and not completely eliminated. Stress can be reached by having a positive outlook towards life.Within the past decade or so, the global workplace has seen increased numbers of working women, dual career and single parent families, and increased numbers of employees with elder care responsibilities; a decrease in job security; and a challenging of work-family boundaries due to technological change. Hence the stress management of mill employees in this study area than the existing level based on the suggestions given by the researcher.

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