

“FACTORS CAUSING STRESS AMONG EMPLOYEES”



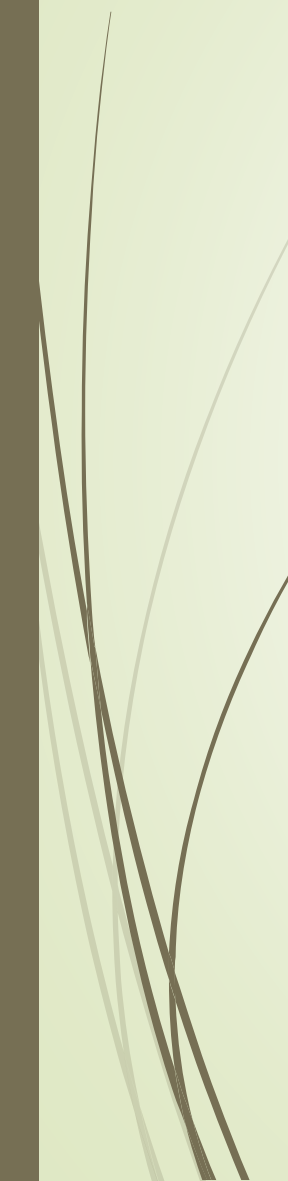
STRESS MANAGEMENT

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INTRODUCTION



The word stress is derived from the Latin word “stringi”, which means “to be drawn tight



Stress, an unpleasant state of emotional and physiological arousal that people experience in situations that they perceive as dangerous or threatening to their well-being.



Employers should provide a stress-free work environment, and should recognize where stress become a problem for staff, increases management pressures, and makes people ill in many ways, evidence of which is still increasing

SCOPE OF THE STUDY

- The study was carried out to define how the Hospital sector should work in terms of managing stress and where the company is lacking for doing the same.



OBJECTIVES



To identify different factors which causes stress among the employees..



To provide suggestions to the management on formulating strategies for stress management.

METHODOLOGY

- **STUDY DESIGN:** Descriptive Cross-Sectional Study
- **SETTING:** Abeer family medical centre, Calicut.
- **STUDY TOOLS:** For conducting survey study, a structured questionnaire was used.
- **DURATION OF THE STUDY:** 5st Feb 2019 to 6th May 2019



SAMPLING TECHNIQUE

- **SAMPLE SIZE:** 60
- **SAMPLING METHOD:** Convenient Sampling.

Human resource	2
Marketing staff	2
Accountants	2
Nursing staff	20
Pharmacists	6
Optometrist	2
Receptionist	6
Radiology technician	2
Laboratory staff	6
Housekeeping staff	4
Transportation staff	4
Security staff	2

DATA COLLECTION METHOD AND ANALYSIS



Data collection tool:
Structured questionnaire



Data Analysis: Raw data
was entered and
analysed from Microsoft
Office Excel spreadsheet.

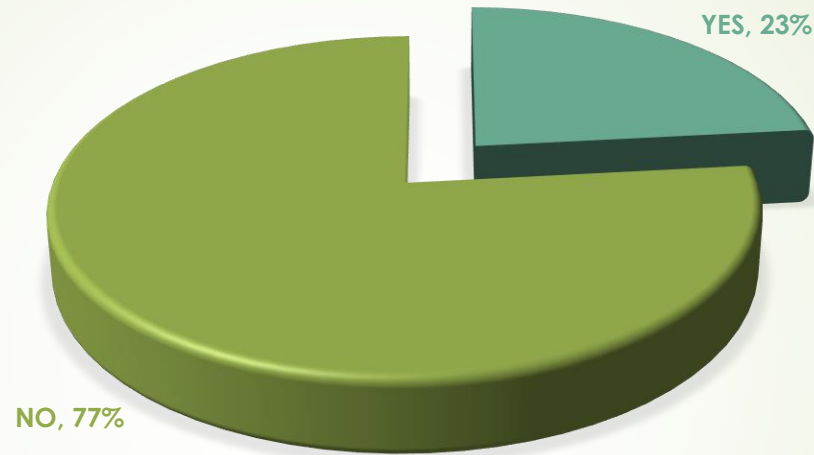
RESULTS

1. Stress management programmes are conducted in the hospital.



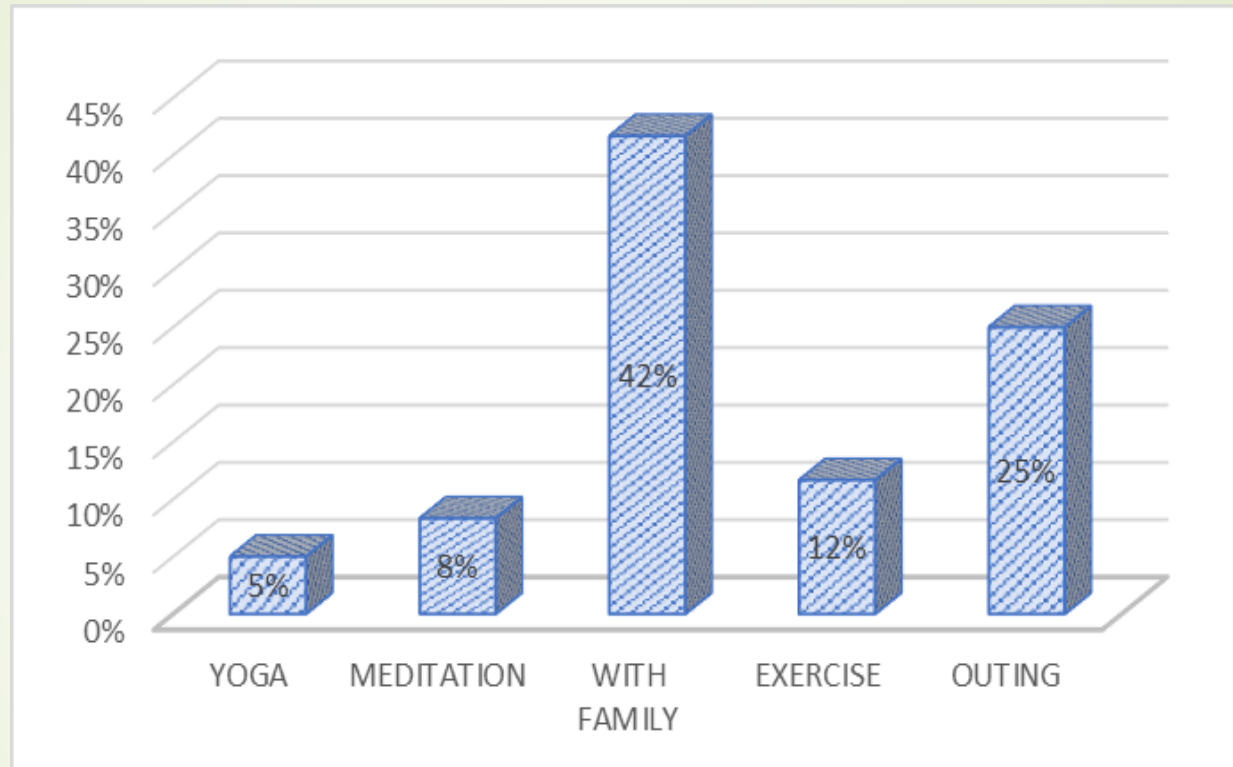
- **Inference:** From the graph, we can understand 23% number of respondents agree that, Stress management programmes are conducted in the hospital and 77% of respondents disagree.
- Most of them disagree that program was not conducted, and others may have forgotten it, or they were absent that time.

2. Stress management programmes have helped my team in overcoming stress.



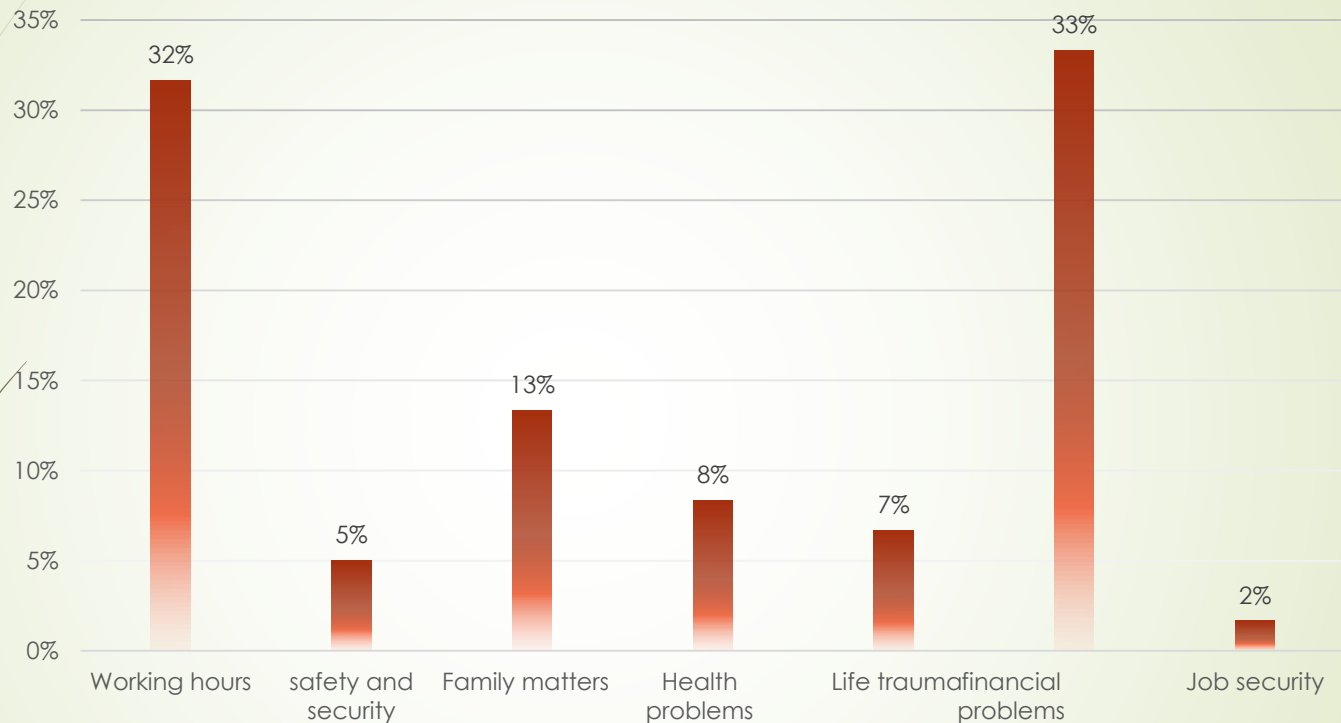
Inference: From the above chart we can understand that, 23% of respondents agree that Stress management programmes have helped their team in overcoming stress, and 77% of respondents disagree that.

3.I practice the following to manage my stress from work:



Inference: These are multiple choices; From the above chart, we can understand that 5% of respondents are practicing Yoga to manage stress from work, 8% are practicing Meditation, and 42% are spending with their families, 12% are practicing Exercise and 25% spend time for outing.

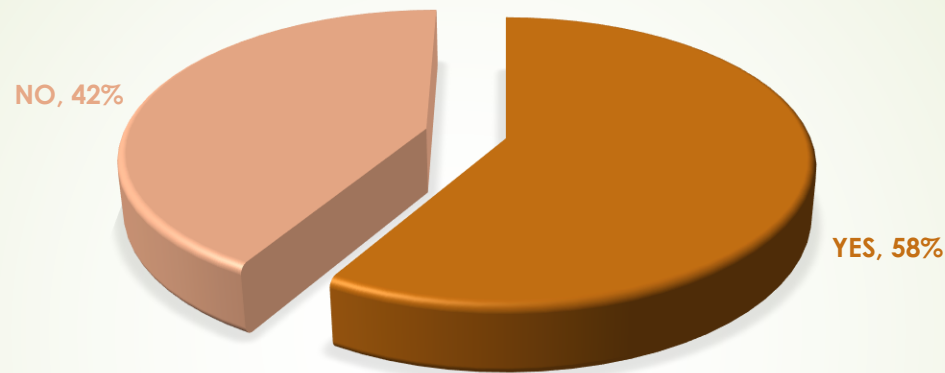
4.The source of my stress is:



Inference: These are multiple choices; from the above chart we can understand that their sources of stress are 32% respondents have working hours, 5% respondent has safety and security, 13% respondents have family matters, 8% respondents have Health problems, 7% respondent has Life trauma, 33% respondents have financial problems and 2% respondents have job security.

Here 32% of them agree their working hours causes for their stress and 33% have financial problems causes for stress.

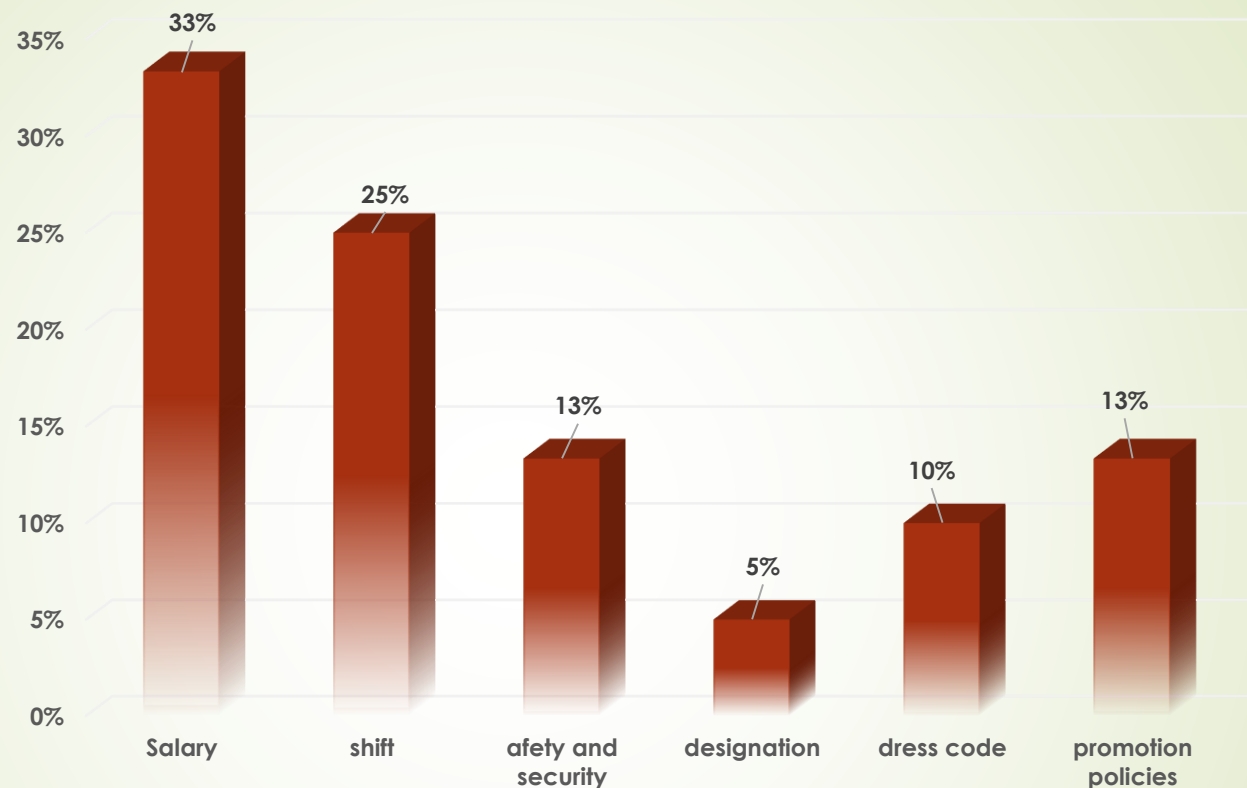
5.I suffer from life style diseases.



Inference: From the above chart, we can understand that 42% respondents are suffering from life style diseases and 58 % of respondents are not.

Stressed people have a chance to have life style diseases.

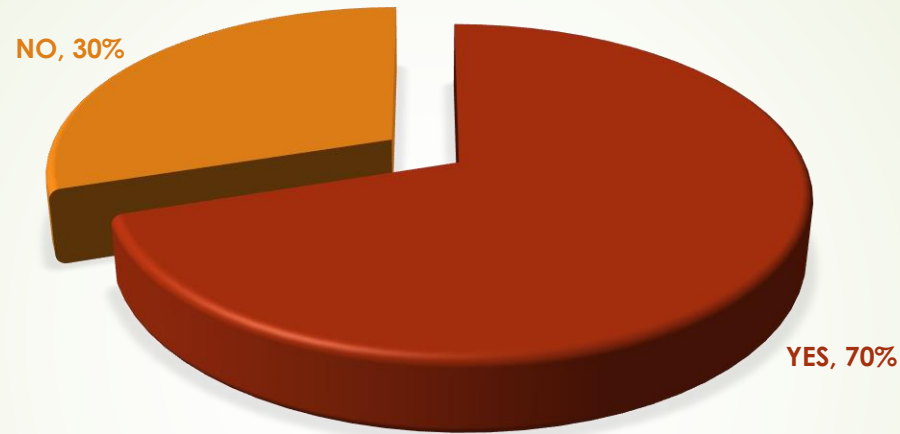
6.I am not satisfied with the following working conditions.



Inference: These are multiple choices; From the above chart, we can understand that 33% of respondents are not satisfied with their salary, 25% of respondents are not satisfied with their working shift, 13% of respondents are not satisfied with their safety and security. 13% of respondents are not satisfied with their designation, 5% of respondents are not satisfied with insurance, 10% of respondents are not satisfied with their dress code and 13% of respondents are not satisfied with the promotion policies.

Dissatisfaction of these working conditions leads to stress.

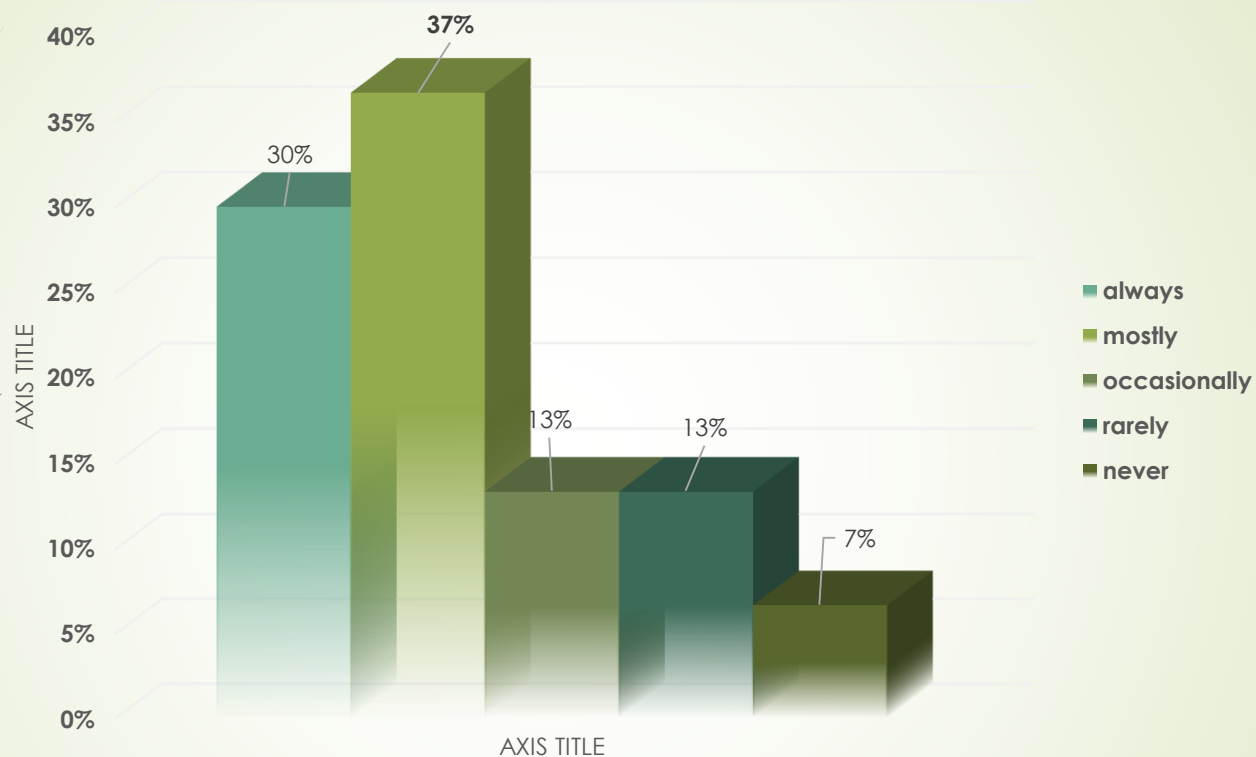
7.I am able to adapt to the new technologies.



Inference: From the above chart, we can understand that 70% of respondents are able to adapt to the new technologies, and 30% are not able to.

If the employees are not able to adapt to the new technologies, that may increase their work load and it causes stress.

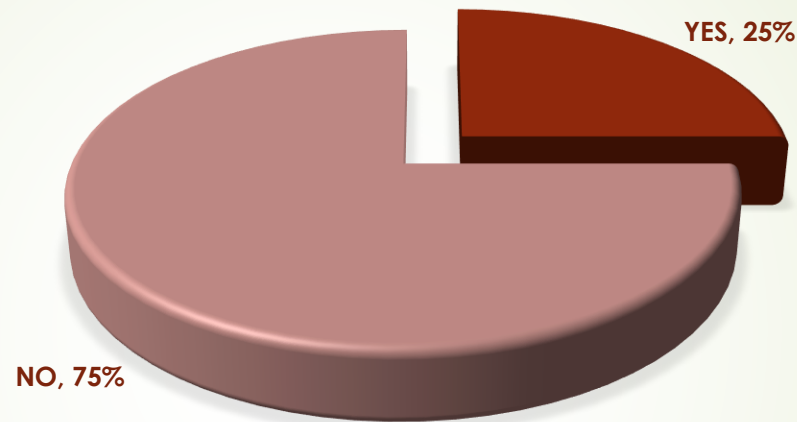
8. Support from my manger/HOD can help in avoiding job related stress.?



Inference: From the above chart, we can understand that 30% of respondents always feel they get better support from their manger/HOD to avoid job related stress , 37% of respondents say they mostly get, 13% of respondents say they occasionally get,13% of respondents say rarely get and 7% say never.

If the employees get better support from their manger/HOD, it can help them avoid or at least reduce the job- related stress.

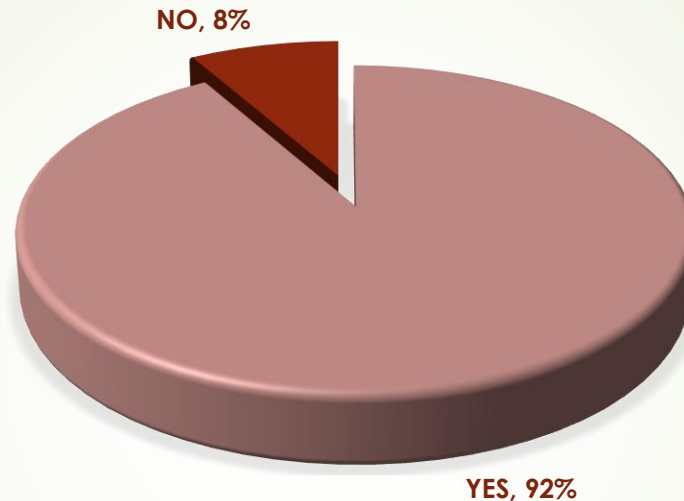
9.I have participated in the stress management programme conducted here last year.



Inference: From the above chart, we can understand that 25% of respondents have participated in the stress management programme conducted here last year, and 75% have not participated.

The majority of employees have not participated. This type of programs is very helpful for the employees to reduce their stress.

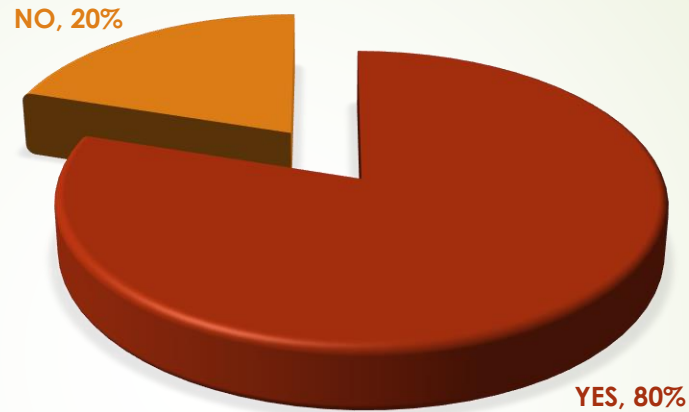
10. Occasions like celebration of Annual day, Onam and Christmas help employees get relief out of stress at work.



Inference: From the above chart, we can understand that majority of the employees agrees that occasions like celebration of Annual day, Onam and Christmas help employees get relief out of stress at work while a small group disagrees.

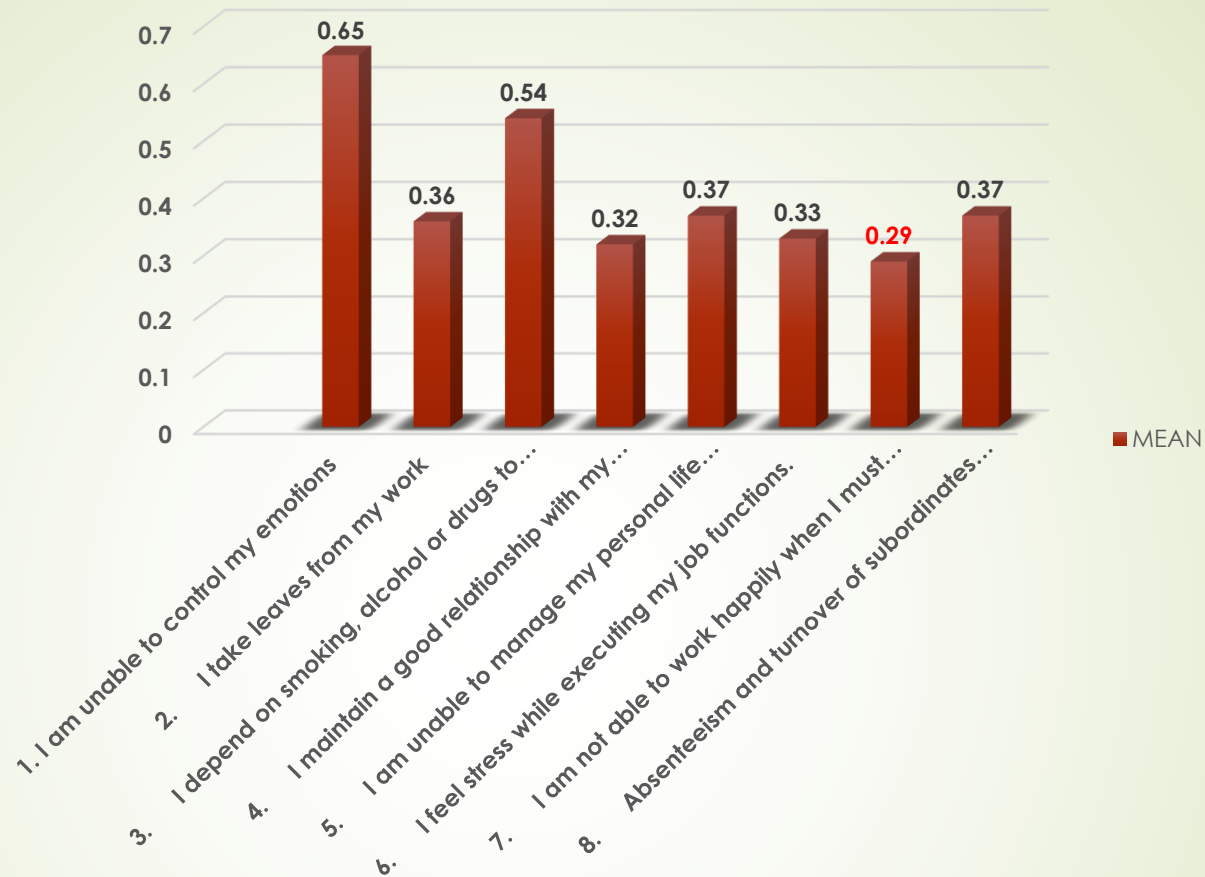
This type of occasions is most helpful to reduce stress.

11. Do you think deadlines are source of stress?



Inference: 80% of the employees felt that pressure and deadlines are the cause of creating stress and impacting professional life.

Attributes	Always (4)	Mostly(3)	Occasionally(2)	Rare (1)	Never(0)	TOTAL	SAMPLE SIZE	MEAN
1. I am unable to control my emotions	7	8	10	20	15	92	60	0.65
2. I take leaves from my work	17	25	6	8	4	163	60	0.36
3. I depend on smoking, alcohol or drugs to get relief from stress	5	18	14	8	15	110	60	0.54
4. I maintain a good relationship with my seniors and colleagues.	20	30	5	5	0	185	60	0.32
5. I am unable to manage my personal life along with the work.	22	19	6	5	8	162	60	0.37
6. I feel stress while executing my job functions.	25	16	14	3	2	179	60	0.33
7. I am not able to work happily when I must work on a holiday	39	12	6	2	1	206	60	0.29
8. Absenteeism and turnover of subordinates cause stress in me.	12	26	14	7	1	161	60	0.37



From the above chart, we can understand that the lowest mean of 0.29 is due to employees were not able to work happily when they are under stress, so directly impacting their work performance and effectiveness of the allocated work decreases and so their mental status.



CONCLUSIONS

- Much of the stress at work is caused not only by work overload and time pressure but also by lack of rewards and praise.
- Employers should provide a stress-free work environment, and should recognize where stress become a problem for staff, increases management pressures, and makes people ill in many ways, evidence of which is still increasing. Workplace stress affects that performance.
- The major stressors identified in Hospitals are ill health of the employee, life style diseases, salary issues, long working hours in the organization.
- Organization must begin to manage people at work differently, treating them with respect and valuing their contribution



RECOMMENDATIONS

- Conduct more Stress management programs and make sure all employees participate.
- Inform all employees if anybody needs counselling and should utilize the facilities provide by the hospital.
- Managers and HODs should improve timely and right appreciations for the achievements made by employees. It will not only motivate then but also help relief out of stress.
- Provide more recreation facilities.
- Superiors should improve their relationship with subordinates.
- Give more awareness to practicing Yoga and Exercise.

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Thank You

