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## A STUDY ON STRESS MANAGEMENT MEASURES FOR INDUSTRIAL LABOURS AMONG SUGAR INDUSTRIES IN BELGAVI

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people feel stress as they can know longer have complete control over what happens in life there is no estate from stress in modern life, in today is context, "stress is cost business expense that effects both employee health and company, profits therefore, our attempt should be understand the stress, it causes impact and adopting strategies for minimizing its impacts.

### WHAT IS THE STRESS?

"The word stress is used in psychology in different ways first it is defined as the state of psychological upset or disequilibrium in the human beings caused by frustrations conflicts and others internal as well as external stains and pressures what to do? And what not do? how to do? Where to do? Such questions the describe the stage or state of stress under which one is expected to do act or behave"

"The pressure of modern life coupled with demands of job. Can lead to emotional imbalance that is collectively labeled stress".

"Stress is regarded as a class of stimuli which threaten and

### ABSTRACT

Stress management has become a very critical aspect of human resource management of late but do we take employee stress as seriously as it needs to be? every year in Japan around 30000 deaths occur because of Karachi [over work] in a study conducted by Delhi based NGO saarthak in 30 India companies it was found that 50% of the organizational life is a quite stressful work pressures tight schedules meetings that never seen to end on time unhelpful colleagues critical bosses incompetent subordinates and a host of other irritating factor may all have a cumulative effect in making the lives of modern day executives quite miserable as we all know, stress is the

body's reaction to any demand on it. Perception of events whether positive or negative, activates stress.

**KEYWORDS:** Stress management , human resource management , Modern life .

### INTRODUCTION

Modern life is full of stress, stress on individual ranger for personnel day today life to their organization activities organization, industrialization increase scale of operations in the society of crossing increasing in this changing environment participation, interaction transacting, planning, regulating becomes aye issues each with its own frustrations attached

individual in some way and thus real disturbances in his behavior thinking in this way. Stress are the factors or causes that lead to maladjustment and this origination behavior out.”

**Definition of stress:** “stress arises when individual perceives that they cannot adequately cope with demands being made on them or with threats to their wellbeing”.

### The objective of study

- 1.To understand the factors causing stress among employees [labors]
- 2.To understand how employees coping with stress.
- 3.To understand the impact of stress on employees.
- 4.To identify the grey areas in the organization and to identify the remedial measures required for the stress.

### METHODOLOGY OF THE STUDY

Belagavi district sugar industries situated which comes under Gokak taluk 15 sugar industries in this study researcher will be selected simple random method the researcher total number of samples are selected for the will be 50, The research studied influence and the data collected to both methods are primary as well as secondary data. Primary data the researcher will be used a questionnaire method to collect primary data. The data will be collected the helping directed with interview sampling the researcher will be also used the tool of observation data. Secondary data in the secondary data the research will be collected the information through readymade documents, projects books, internet, etc.

### SOURCES OF STRESS:

Stressors are the thing that causes stress. It is important for a manager to understand and be able to recognize stressors because they caused job-related stress, which influence work attitudes and behavior summary of major stresses are given below:

### ORGANIZATIONAL FACTORS:

- 1)Occupational demands
- 2)Role conflict
- 3)Role Ambiguity
- 4)Role overload
- 5)Role under load
- 6)Interpersonal
- 7)Ineffective Communication
- 8)Responsibility
- 9)Job change
- 10)Climate within a company

### Personal factors and Environmental factors:

- 1) Individual level stress
- 2) The impact of life change
- 3) Group level stress
- 4) Organizational stressors
- 5) Extra Organizational stressors
- 6) Individual differences
- 7) Stressful life events

### STRESS MANAGEMENT TECHNIQUE

There are several ways to manage stress. It may also be possible to change the objective environment to

remove a stressor or to alter the psychological environment that the person experiences. Perhaps it is possible to alter the stress symptoms in some way so that they will not have debilitating long-run effects. All of these general approaches work, and the most effective way to manage stress may be a broad attack to several dimensions.

**Personal approaches to management:**

Stress can be managed, at least in the sense that a person can avoid stressful conditions, change them, or learn to cope more effectively with them. There are so many ways. Some that are currently thought to be useful and seem particularly relevant to organizational stressor discussed here.

**Psychological Strategies**

**Psychological approaches to managing stress attempt to do one more of the following:**

- 1) Change the environment in which the stressors exist.
- 2) Change the cognitive appraisal of the environment.
- 3) Change some activity or behavior to modify the environment

**CONSEQUENCES OF STRESS:**

By now you are probably convinced that stress from many sources has that experts' important effects on the people who experience it what may not yet be apparent through is just how powerful and reaching such effects can be describes how chronic stress diminishes the individual's resistance relating adverse consequences for both the employee and the organization various consequences of stress are classified into psychological and physiological and behavioral consequences.

**PHYSIOLOGICAL CONSEQUENCES:**

Stress takes its toll on human body people experience, tension, headache, blood pressure, level of cholesterol, ulcers, arthritis etc due to stress studies have found that up to 90 percent of patients complain of stress related symptoms and disorders According to medical researcher the long term effects of stress on the heart goes something like this where over people are stressed their blood pressure goes up and down that frequent pressure change caused injury to the blood vessel wall which eventually makes them constrict and function abnormally.

**PSYCHOLOGICAL CONSEQUENCES**

Apart from physical consequence stress produces various psychological consequences also job dissatisfaction, moodiness, depression, anger, anxiety, nervousness, irritability, and tension are the manifestation of the psychological consequences of stress emotional failure is another consequence of stress and related to job burnout.

What is job burnout? Different people have described it as process of emotional exhaustion, depersonalization, and reduced personal accomplishment resulting from prolonged exposure to stress. Following table compares and contrasts between stress and burnout.

<b>Stress</b>	<b>Burnout</b>
1. The person feels fatigued.	1. The individual encounters chronic exhaustion.
2. The person is anxious.	2. The individual is hypertensive.
3. The person feels guilt.	3. The individual encounters mental depression.
4. The person experience increased blood pressure and heart beat.	4. The individual begins to voice psychosomatic complaints.

**BEHAVIORAL CONSEQUENCES:**

When stress become distress it adversely affects the employee behavior the consequences of high level of stress are understanding or overeating, sleeplessness, obesity increased drinking and smoking and drug

abuse over stressed also tend to have higher levels of it one reason is that stress makes people sick you have probably experienced this an examination or emergency work situation.

### How to manage or cope with stress:

It is better to bend than to break hence the need for coping with stress through stress is helpful but it is usually harmful as it impinges on employees health and his her tasks performances therefore stress needs to be managed or coping with to minimize its debilitating effects the word managing or coping bears two connotations in stress literature researchers have indicated various strategies to be used to managing or cope with stress none stress the various strategies can be classified into two broad categories.

1)1 At individual level.

2)2 At organizational level.

At individual level: Individual strategies are based on self help or do you approaches some specific techniques that individuals can use to effectively manage their job stress are.

1. Physical exercise: Exercise in any form be it walking jogging , swimming , riding ,bicycling , or playing game helps people combat stress this is excellent stress modifier, the survey by a Indian executives say that they find it difficulties to exercise regularly due to long working hour.

2. Behavioral self-control: A conscious analysis of the causes and consequences of their own behavior help managers controlling the situation instead of letting the situation control them.

3. Social support: "Misery loves company "studies have suggested that social support moderates the effects of stress on personal well-being. Adequate social support may reduce intensity and frequency of stressors.

4. Yoga and meditation: Yoga and meditation which are of the Indian origin also affects the psychological well being of people researchers have reported that meditation were less anxious then non mediators yoga can help managers lead a stress free life and be more effective .

5.Changing gears: Changing gears involves shifting ones attention from main work to something else such as hobby.

6.Pampering oneself: We pamper others when they experience a crisis in life we send flowers to a friend who is admitted in the hospital struggling with is life and death the objective is to break routine.

7.At organizational level: Like and individual an organizational can be also manage stress through various proactive intervention some of these interventions are listed below:

### Consideration of study

1.Impact of stress on employee[labors ]

2.Impact of stress upon organization productivity

3.Stress level among the employee.

### CONCLUSION:

Individual differences, in personality, coping mechanisms are important in understanding stress. It is possible to identify those features of work environment which are likely to be source of strain for many workers.

Stress includes any perception of the workers which make them frustrated. The manifestations of stress differ from individual to individual. Even though it can be said that extreme stress causes de motivations of the worker which ultimately reduces the performance level, which is not favorable as far as any organization is concerned. On the other hand an optimum level of stress makes the workers to do their work regularly and also helps to keep them alert. So the organization which keeps the stress to and optimum tolerable level will produce good result rather that organization which prefer absolutely stress free atmosphere.

Stress is one of the barriers for an employee to perform well in the organizational and it hinders the growth of an employee. So, the organization should help the employees to overcome from those stress and make them to perform well in the organizations.

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