

THE FACTORS INFLUENCING OF STRESS AMONG THE PRIVATE TRANSPORT EMPLOYEES IN TRICHY CITY

Dr. S. Rajkumar,

Research Advisor & Assistant Professor of Commerce,

T.M. Premnath,

Ph.D. Research Scholar, PG & Research Department of Commerce,
M.R.Government Arts College, Mannargudi.

INTRODUCTION

The stress is the common phenomena and property of modern human beings irrespective of their occupation. Because each every job has its own nature and according it is generating a kind of pressure (stress) over the respective working domain. Stress is a part of day-to-day living. This course provides you with some basic information on stress and some simple recommendations for dealing with stress. It is not intended to take the place of advice from a physician or counselor, but it can be the first step in deciding how to manage your stress and increase your wellbeing. Hence a study on stress is imperative as it has serious consequences for both employees and the organization. The purpose of this study is to examine the various factors influencing on stress and their impact on stress and various types of model tested by researcher to find out the stress influencing factors.

OBJECTIVES OF THE STUDY

1. To examine factors influencing level of stress private transport employees in Trichy City.
2. To identify the factors causing Stress among employees.
3. To identify the strategies to manage Stress.
4. To offer the suitable suggestions to cope of stress among the private transport employees.

METHODOLOGY

Questionnaire was developed by the researcher based on the understanding of theories and models of stress through previous year literatures. Eight variables were identified as factors that influencing the stress among the private transport employees. The variables were included to various tests. Data was collected by the way of issuing of questionnaires and discussions with the 100 respondents working in private transports in Trichy town, Random Sampling method was used. Analysis and interpretation were done by researcher with the help of Statistical tools such as Chi-Square, ANOVA, Correlations, tables, graphs, diagrams, percentage analysis and Likert scale.

FINDING AND RESULTS

The majority of the employees are always frustrated with their job; around 40% of them feel sometimes frustrated. 20% of employees never are frustrated with their work. Only few of them were rarely frustrated with work. There are 8 factors that has majorly influenced the stress among transport employees as follow Lack of job security 55%, Peak running times 50%, Sleeping problems 53%, Difficulties with family because of long working hours 35%, No recognition for good work 40%, Adjusting lifestyle to shift work 30%, Learning the routes 65%, Conflicts and quarrels 60%. Majority of employees frustrated by the main three factors were lack job security, learning routes, and conflicts and quarrels.

SUGGESTIONS

- The Private Transport Company must provide job security to all employees in order to boost them.
- The Private Transport Company must try to arrange effective training & development programs to manage the stress of employees.
- Superior can help employees for planning their work and fixing standards for their performance.
- Giving counseling to the employees when they face problems. Because counseling is the discussion of a problem that usually has emotional content with an employee in order to help the employee cope within better.
- Management and employees need a joint contract to invest, both in a psychological and material sense, in order to achieve this goal.
- Stress prevention projects in bus companies and in other branches of industry in various countries have demonstrated that a successful approach is participatory and step-wise.

CONCLUSION

A participatory approach means an active role of all parties involved: top management, middle management, employees, and trade unions and, when available, the personnel department and the company doctor. Such an approach also presupposes that all parties consider it worthwhile to work together in reducing work stress. If there is no real commitment from these parties, there is a high risk that an initiated stress project will not be successful and will fail in its final objectives (i.e. fewer complaints and absenteeism, an improved working environment, better and more efficient work organization). This step is directed at a clear determination of aims, planning and financial means. The stress issue must be put on the company's agenda. As has been stated above, cooperation between the various company parties is the key issue. By putting stress on the company's agenda, one can concentrate on different data in order to find stress signals: absenteeism figures, high turnover or work disablement rates, number of accidents, overtime hours, backlogs in taking days off, etc. Interviews with bus drivers and conductors can give global indications on possible causes and consequences of stress.

REFERENCES

1. Aswathappa K, :Human Resource Management - Tata McGraw Hill, New Delhi 1997.
2. Holloway J.ed, : Performance Measurement and Evaluation- Sage Publications, New Delhi, 1995
3. R. Anderson: "The back pain of bus drivers: Prevalence in an urban area of California", in Spine, Vol. 18, No. 12, 1994, pp. 1481-1488.