

MEASURE THE LEVEL AND CAUSES OF STRESS OF EMPLOYEES OF PRIVATE SECTOR TRANSPORT UNDERTAKING IN THIRUCHIRAPPALLI DISTRICT.

***T.M.PREMATH & **Dr.S. RAJKUMAR**

Ph.D. (Part Time), PG & Research Department of Commerce, M.R.Government Arts College, Mannargudi. Email: profmpremth@gmail.com

** Research Advisor, PG & Research Department of Commerce, M.R.Government Arts College, Mannargudi.

INTRODUCTION

Stress is "a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs." Stress can be positive or negative: Stress is good when the situation offers an opportunity to a person to gain something. It acts as a motivator for peak performance and stress is negative when a person faces social, physical, organizational and emotional problems. It is a common human phenomenon and part of life as an employee in an organization. Organizational life is quite stressful. Work pressures, tight schedules, meetings that never seem to end on time, unhelpful colleagues, critical bosses, incompetent subordinates and a host of other irritating factors may all have a cumulative effect in making the lives of modern day executives quite miserable. 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 well being.

CAUSES OF STRESS

Feelings of stress are normally triggered by things happening in life which involve:

- being under lots of pressure
- facing big changes
- worrying about something
- not having much or any control over the outcome of a situation

STATEMENT OF THE PROBLEM

Present study is concentrated on the working condition and work stress of the employees. Employees stress is growing concern for organizations today. The significance of the study is to analyze the measure the level and causes of Stress among the employees of private transport employees in Trichy District. According to the universal understanding and agreement over the stimulus and existence of stress on irrespective of profession's, this research article is try to explore the impacts of demographic variables like age, income and designation on stress management with related to private common, transport employees. Naturally the job of the private common transport employees become more in nature at the same time there is an inferior social recognition over their job. In the day to day human life the common transport and its employees are contributing a lot for a smooth as well as successful running of the general public in terms of place hindrance. However, the services of those employees are under recognized by the respective as well as relevant domain's since they are forced for frustration and finally they will be put under permanent stress. So, this article is planning to address the influence of the demographic variables of private common transport employees on stress and its management. Occupational stress among non-bus drivers and conductors of various age teams and in term aged distribution of the

Individual matured personal disposition associated with the attainment of developmental tasks specific to every biological process task specific to every developmental part and its influence on people perception of the things as nerve-racking or otherwise. It'll be so a worthy decide to study the impact of job stress of those employments on home and family lifetime of operating non-public bus workers. Hence the current investigation was administered with following specific.

OBJECTIVES OF THE STUDY

- To stress of employees of private sector transport undertaking in Thiruchirappalli district.
- To identify the factors causing Stress among employees.
- To identify the strategies to solve Stress.
- To offer the suitable suggestions to stress among the private transport employees.

RESEARCH METHODOLOGY

Primary source: Data was collected by the way of personal interviews, filling up of questionnaires and discussions with the respondents, Sampling Method: Random Sampling, Sample size: 75 respondents, Analysis and interpretation: Statistical tools such as tables, graphs, diagrams, percentage analysis and Likert scale are used.

FINDING AND RESULTS

The majority of the employees are always frustrated with their job, 45% of them feels sometimes frustrated. 17% of employees never are frustrated with their work. Only few of them were rarely frustrated with work. There are various measure the level and causes of that has majorly influenced the stress among transport employees as follow Lack of job security 37%, Peak running times 52%, Passengers wanting change 47%, Poor treatment by passengers 29%, Sleeping problems 62%, Difficulties with family because of long working hours 34%, No recognition for good work 38%, Adjusting lifestyle to shift work 24%, Learning the routes 63%, Conflicts and quarrels 52%.

SUGGESTIONS

- Company must try to arrange effective training & development programs to manage causes stress of employees
- Superior can help employees for planning their work and fixing standards for their performance.
- Company must provide job security to all employees in order to boost them.
- 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.
- They have to work together the promotion of healthy occupational conditions is the responsibility of the employer. This can often be stimulated by trade unions, work councils, and health and safety committees, which can try to get stress placed on the company agenda.

- 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. 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.
2. G. Aronsson: *Sickness absence for local public transport personnel at Stockholm transport*, Report No. 33 (Stockholm, Department of Psychology, University of Stockholm, 1988).
3. A.L. Backman: "Health survey of professional drivers", in *Scandinavian Journal of Work Environment and Health*, Vol. 9, 1989, pp. 30-39.
4. C.A. Duffy and A.E. McGoldrick: "Stress and the bus driver in the U.K. transport industry", in *Work and Stress*, Vol. 4, No.1, 1999, pp. 17-29.