



## JOB STRESS AT WORK PLACE AND ITS IMPACT ON EMPLOYEES AT UK GRANITES COMPANY KASARAGOD KERALA

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<b>Article History</b>	<b>Abstract:</b>
<b>Received: 15 Aug 2023</b>	<i>Job stress in the manufacturing granite industry is a significant concern due to the unique challenges and demands of this sector.</i>
<b>Revised: 28 Sept 2023</b>	<i>This abstract provides a concise overview of the impact of job stress in the context of granite manufacturing workplaces.</i>
<b>Accepted: 29 Oct 2023</b>	<i>Granite manufacturing involves physically demanding tasks, exposure to noise, dust, and potential safety hazards. Employees in this industry frequently encounter long working hours, tight production schedules, and pressure to meet quality standards. These factors contribute to elevated stress levels among workers. The consequences of job stress in the granite manufacturing sector encompass reduced productivity, an increased risk of work-related accidents, and adverse health effects on employees. As a result, it is imperative for employers in this industry to implement stress management and workplace improvement strategies. Effective measures for mitigating job stress in granite manufacturing include providing comprehensive safety training, maintaining ergonomic workstations, promoting regular breaks, and offering employee assistance programs. A supportive work culture that prioritizes worker well-being can lead to reduced stress and improved overall job satisfaction. This abstract emphasizes the importance of addressing job stress in the unique context of the granite manufacturing industry. By implementing targeted solutions, organizations can enhance the well-being of</i>

<p>CC License CC-BY-NC-SA 4.0</p>	<p><i>their workforce and improve the efficiency and safety of their operations.</i></p> <p><b>Key words:</b> <i>Work place stress, Job stress, employee engagement, satisfaction, work life balance, working environment, safety measures of the company , shift timings, salary and bonus, internal job opportunities, reward and recognition.</i></p>
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## 1. INTRODUCTION

Workplace stress, commonly referred to as occupational stress, is caused by high expectations and responsibility sharing. The manner where the job and completed workplace atmosphere are key factors in causing stress, even when the job itself may not be distressing.

Work environment stress is moreover correlated with pressure from superiors also, peers and an absence of assistance from co-workers. The overwhelming majority of individuals the United States indicate that the essential driver in their lives due to stress is not having any influence or in charge of their jobs. Uncontrolled and improperly channelled working environment stress can lead to many workplace issues and instability. Stress is described as "physical, mental, or emotional strain brought on by a situation or the occurrence of an event" in the Arbitrary House word reference. The Latin term for discomfort is where the word pressure first appeared. Each of us has experienced times when we feel so overwhelmed and imbalanced thing we frequently forget about errands what is known are crucial due to the fact that we unable to handle even one item. Everyone experiences stress differently. It is crucial to approach stress differently because everyone experiences stress in an unexpected way. For instance, if you are excessively occupied to arrange an hour for work out, consider taking the stairs or, assuming your office is close to your home, walking to get to work instead of using the elevator. Try replacing things various factors that influence you feel better instead than considering them as you need to add additional stress to your already hectic life. While it's generally really smart to work through issues on your own, there are instances when may require assistance or support to adapt to difficult situations. It is usually advised to seek help from a person other than yourself look up to, confide in, furthermore, with whom you can convey your struggles. Where should I go to request assistance now? Your workplace is an extraordinary spot to start. Companies now provide employee support programmes to aid workers in coping with stressful situations.

## 2. LITERATURE REVIEW

- Elkana Timotius & Gilbert Sterling Octavius ( 2022), stated that, In every work place, stress is present. Various stressors affects every individual differently. They analysed the past and present workplace stress-related issues and analyzed its impact on production. They also mentioned that it has a potential negative impact on productivity.

- Anu Jossy Joy & Dr. G.S. Gireesh Kumar ( 2018), mentioned that, Digital revolution in the form of continuous alterations in the IT world and IT sector added more to this shift. Work today is no longer ‘result oriented’, it is ‘people oriented’. No place for personal deliberation and dealings anywhere. Employees are assessed on the basis of their performance and contribution to the organization. In the struggle to show themselves ‘fit’ for the job, workers are uncovered to exaggerated levels of stress and strain.
- Jyoti Kapoor & Dr. Preeti Chhabra( 2022), stated that, for many problems in an employee’s life, there the main reason, that is stress. Job stress is exaggerated by three different parameters which are, stressors, stress reaction, stress post-effect.. The HR department plays an important role in this. They focused on the measures and keys to overcome stress .

### 3. OBJECTIVES OF THE STUDY

- To study the relationship between tenure of the employee and satisfaction with company norms.
- To analyse relationship regarding Job stress affecting and employees satisfaction with company norms.
- To analyse significant difference between employee’s satisfaction with company norms and respondents opinion regarding working environment and condition.

### 4. REASEARCH METHODOLOGY

**Research design :** The study uses a descriptive research design. Typically, descriptive research designs are structured and focused designed to measure the characteristics described in a research question: A Study On Job stress at workplace and its impact on employees of UK Granites co. Kasaragod. Identified the Job stress issue in the UK Granites and find the solution to reduce the Stress at work place

**Sampling technique :** Considering the convenience took the sample from respondents.

**Sampling Size:** 100 respondents from the UK Granites Co

**Data Sources:**

**Primary data:** A structured questionnaire and in-person interviews were utilized in this review to accumulate the primary data from the employees.

**Secondary data:** Websites, trade periodicals, company brochures, and company records accustomed to gather secondary data.

**Table 1: Percentage analysis of respondents**

FACTOR	FREQUENCY	PERCENT(%)
<b>Age:</b>		
Below 20	12	11.9%
21-30	70	69.3%
31-40	12	11.9%
41-50	4	4.0%
Above 50	3	3.0%
<b>Gender:</b>		
Male	78	77.2%

Female	23	22.8%
<b>Education qualification:</b>		
SSLC	18	17.8%
HSC	14	13.9%
DEGREE	44	43.6%
POST GRADUATE	25	24.8%
<b>Experience</b>		
Less than 5 years	79	78.2%
5 Years-10 Years	12	11.9%
More than 10 Years	10	9.9%

### Hypothesis -1

**Null hypothesis (H0):** there is no relationship between how long working here with Are you satisfied with the work

**Alternative hypothesis (H1):** there is relationship between how long working here with Are you satisfied with the work.

Correlations Between Tenure of the employee and satisfaction with company norms

**Table 2: Correlations Between Tenure of the employee and satisfaction with company norms**

Correlations			
		How long working here	Are you satisfied with the work
How long working here	Pearson Correlation	1	.092
	Sig. (2-tailed)		.360
	N	101	101
Are you satisfied with the work	Pearson Correlation	.092	1
	Sig. (2-tailed)	.360	
	N	101	101

**Inference:** The above table demonstrate Alternative hypothesis1(H1) accepted as r, value is less than .005 and Null hypothesis (H0) the rejected.

Henceforth there is relationship between how long working here with Are you satisfied with the work.

### Hypothesis 2

**Null hypothesis (H0):** there is no relationship between Job stress affect their personal life with satisfaction towards company norms

**Alternative hypothesis (H1):** there is relationship between Job stress affect their personal life with satisfaction towards company norms.

**Table 3 : Correlation between Whether Job stress affecting and Employees satisfaction with the company norms**

Correlations			
		Whether job stress affecting	Are you Satisfied with the company norms
Whether job stress affect their personal life	Pearson Correlation	1	.037
	Sig. (2-tailed)		.718
	N	101	100
Are you Satisfied with the company norms	Pearson Correlation	.037	1
	Sig. (2-tailed)	.718	
	N	100	100

**Inference:** The above table demonstrate Alternative hypothesis1(H1) accepted as r, value is less than .005 and Null hypothesis (H0) the rejected. Henceforth there is relationship between Job stress affect their personal life with satisfaction towards company norms.

### Hypothesis 3

**Null Hypothesis (H0):** there is no significant difference between Satisfied with the company norms with the respondents opinion regarding working environment and condition

**Alternative Hypothesis (H1):** there is significant difference between Satisfied with the company norms with the respondents opinion regarding working environment and condition.

**Table 4: ANOVA between Employees satisfaction with company norms and respondents opinion regarding working environment and condition**

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Are you Satisfied with the company norms	Between Groups	7.040	4	1.760	1.938	.110
	Within Groups	86.270	95	.908		
	Total	93.310	99			
How is the respondents opinion regarding working environment and condition	Between Groups	13.031	4	3.258	3.484	.011
	Within Groups	89.761	96	.935		
	Total	102.792	100			

**Inference:** The above table demonstrate null hypothesis (Ho) accepted as p, value more than 0.05 and alternative (H1) is rejected. Henceforth there Null Hypothesis (Ho): There is no significant difference between Age with How long working here.

**Table 5: Result Analysis**

	Hypothesis	Statistical tools	P value	Accepted/rejected
H1	Experience and satisfied with the work	Correlation	.360	Accepted
H2	Job stress affect their personal life with satisfaction towards company norms	Correlation	.718	Accepted
H3	Satisfied with the company norms with the respondents opinion regarding working environment and condition	ANOVA	.110	Accepted

**Interpretation:**

H1: A positive correlation of .360 was found between work experience and job satisfaction, indicating that as experience increased, job satisfaction improved. This hypothesis was accepted.H2: Job stress was found to significantly affect personal life and satisfaction with company norms, with a strong positive correlation of .718. This suggests that higher job stress was associated with more significant impacts on personal life and company norm satisfaction. This hypothesis was accepted.H3: Employee satisfaction with company norms and their opinions on working conditions were investigated through ANOVA, yielding a p-value of .110. The analysis indicates that there is a relationship, but it is not highly significant. However, this hypothesis was accepted, suggesting that some association exists between satisfaction with company norms and working environment conditions. These findings contribute to a better understanding of the interplay between work-related factors, job satisfaction, and employee well-being. It highlights the importance of considering both job stress and company norms in fostering a positive work environment and improving employee satisfaction.

**5. RECOMMENDATIONS**

To boost employee morale, offer a small break from their daily monotonous work, and lessen stress, recreational facilities should be made available to the workforce. Employee should encourage to be part of the decision-making process. When they feel they are part of decision making, they are more likely to take responsibility rather than complain about superior and organization. Encourage good time management techniques. Give positive reinforcement. Set up employee recognition program. Provide sympathetic ear. If an employee is truly miserable because of stressful job he should quit the job. Regular counselling.

## 6. CONCLUSION

India is a developing nation, and its economy is currently industrialising. The expansion of the industrial sector is essential to a country's development. Industrial expansion can only be achieved through the primary sector. Stress is quite frequent in day-to-day life, and the project titled "A STUDY ON JOB STRESS AT WORK PLACE AND ITS IMPACT ON EMPLOYEE AT UK GRANITE COMPANY" helps to learn about the firm performance evaluation and the system followed for it. Stress is something we can manage but not avoid. It will have an impact on how well we perform at work if it happens while we are working. The study's findings indicate that stress at work is a problem for employees. The majority of workers viewed their workload as being too heavy or their deadline as a source of stress. According to the survey, UK GRANITE Company offers a range of amenities to its employees and also cares for their health and safety. The management was expected to give all employees good facilities so that they could work without worry. Along with improving quality and quantity, it also boosts productivity. Finally, it can be said that the basic amenities offered to employees by the business are satisfactory and praiseworthy, but there is still room for development in order to increase productivity and efficiency and reach the organisational goal.

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