

A Study on Stress Management of Health Workers With Special References To Dr. Agarwal's Eye Hospital

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Abstract- This project titled “A Study on Employee Stress Management “comes up with different causes ,effects and measures that can be take to cope up with stress at workplace .Stress has advanced a chief worry and depression of the present day and it may purpose of destruction on works fitness, Non-public with the performance. Hospital related to health facility, completed sickness, turnover and rate at which people don't attended class are an event. So it very important for every organisation to take step to deal with problems with user kind ways of do things so it becomes for every organisation to recognise the aspect causing pressure with their organisation for an employee. This take a took at turned into managed and done to find out the reasons of doing things and troubles are personal of Dr.Agarwal's Eye Hospital. To understand how to scope for a stress. The first are most important statistics has been collected whole list of questions methods. The statistics gathered information has been analysed finished different tools like frequency, process of figuring out the worth, amount, are quality of something , mathematical relationship –related analysis and multiple moving backward process of figuring out the worth , amount, all quality of something.

I. INTRODUCTION

Stress is generally related to work, family, decisions, future and so on. Stress is both physical and mental caused by major life events such as illness, a change in responsible or expectations at work, job promotions, loss, or changes. The stress and upsetting things are caused due to feeling out of control, feeling direction-less, guilt over delaying working are falling to keep promises and more promises that one can managed

Eustress is a type of for only a short time stress that provides immediate strength. It is a positive stress that comes up when desired to do something and inspirations are needed

Stress can show itself in both a positive way and a negative way .the physical or mental demands from the health of the earth that causes stress are called ‘stressors’.

MEANING:

Stress is a general term applied to different the study of thinking and behaviour mental and physiologic bodily pressures experienced or felt by people throughout their lives.

THE TERM STRESS:

The word ‘stress’ entered the American awareness in 1956 with the book, magazine, etc. The Stress of life ‘by Hans Selye . Selye borrowed the term from physical and applied to his diseases the body’s response to any external demand, when I made the choice, I did not know English well enough to know the difference between stress and strain, he wrote in his self-written life story, strain he understood more than to, but not a lot of years later, was the proper term for changes in the body caused by an outside force ,’stress’ was the force itself .But it was to late, so selye created the term “upsetting thing”.Selye soon discovered that there was an direct equal for ‘stress’ is any other language and so ‘le’ stress’ ‘lo stress’, and ‘el stress o stress were born like an everyday expression, however, ‘stress’ means so much more it has the privilege of being a noun, a verb and also a word that describe the noun. It can mean fear and stress related, fear, doubt, anger, and excitement .Stressor bring about the variety of since and since of sickness that always include fear and stress. Begin eager is often roughly equalled begin in a state of stress’ . Fear and stress is the commonest human response to stress. It may be though of has a sickness when it happen without a noticeable degree, or kind, of threat or danger. Although its original purpose was, still is, to improve survival and learning able to change and get better behaviour, too much many fear and stress damages physical and thinking-related performance of individual .

SOURCES OF STRESS:**The surrounding conditions:**

The surrounding conditions upsetting thing such as weather, noise, crowding, pollution ,traffic, unsafe and low-quality housing , and crime .

Social upsetting things:

Social upsetting things such as deadlines, related to managing money problems, job interviews, presentations, disagreement, demands for your time and attention, loss of a loved one, divorce, and co-operative. This upsetting things arising due to demands of the different social roles such as parent, person who takes care of someone, and employee.

Body structure-related:

Body structure- related upsetting things include fast growth of teenage years, menopause, illness, giving birth sudden unplanned events lack of exercise, poor nutrition, and sleep disturbance's.

Thoughts:

Human brain understands and perceives situations as stress full, very hard painful of pleasant in such situation our brain decides out whether they are problems to us or not.

Objectives of the study:

- To know the level of stress among workers of Dr, Agarwal's Eye Hospital.
- To explore the stress related problems among the Dr.Agarwal Eye Hospital.
- To suggest measures to manage stress among the staff in the organisation.
- To study the connection among the stress attributes and overall work stress.

Need of the study:

Stress having been identified in the performance of hospital area. The plans for dealing with stress and management practices put. A working surrounding conditions and reduced the stress.

Scope of the study:

The study was managed and did because to know what the factor affecting. Strain on people and business that

are not part of the government and to know what are the techniques are used into reduced the stress. The external the range of the study covers work related stress including nurses and doctors and practices the method and materials to scope up the issues.

II. REVIEW OF LITERATURE

G.M, Steyn and G.D Kmper (2006) in their paper title understand related to working on the job stress among the employess found that the result of lower performance of women at working places may be harmful for them. Because it is directly connected with their stress and it may affect their personal life, learning ability to hold and most importantly their working ability.

Mathew (1993). Stress has a variety of meaning to people at work. To thr production manager in a chemical plant, it may be the tension of missing the shipping date of large order for a major customer. To the business executive, it may be frustration connected With the inability to own going enough loans from banks to cover to operating needs ,and so on.

Rana Baljit kaur, et al.(1998) followed that south Asian professional women may find it very hard to balance between work and same as white professional in British countries. So, it is clearly showed that the culture of women professional may be different but the extent of stress they are experiencing is the same.

Monique Valcour(2007) has stated that generally workers' more time to do As expected domestic as well as related to working on the job duties. Their families always Sick parent to the doctor, it can give a bad effects on women's happiness reaching a goal with work-life balance.

Gillispie, Walsh, Winefield, Dua and Stough,(2001) reported that different studies done in USA UK, Australia and New Zealand and identified many key factors commonly connected with stress among related to school and learning staff such of long working hours, low money paid for working and useful things etc....,

III. STATEMENT OF THE PROBLEM**Research Methodology:**

The present study is based on both first.and secondary data. First important data have been collected by conducting a descriptively among 100 sample workers' of made nation-wide Dr. Agarwl's Hospital in Thanjavur district

in the state of Tamil Nadu. Secondary data have been collected from internet, magazines .books. Giving medicine under the stress management scale built and done by the DR.Senthil Kumar VP, Dr.Ranjithkumar.R

The first part of the questions was related to personal details of the hospital workers, second part relates with measuring of stress management among the workers with the help of related to studying numbers. Stress Management scale was developed on the lines with the recognize the common success of plans used to overcome stress. The tern stress questions response to be bought from zero (strongly disagree) to 5 (strongly agree).

SAMPLING DESIGN:

A sample of 100 hospital workers was taken to meet the sample how to good in something is, for a conducting factor analysis number of sample converted to government ownership in a hospital workers for the study were selected by using simple random sampling method because of easy to understand and ability to be easily paid for it.

The Dr.Agarwal's eye Hospoital wants to ensure that the employess have a good working atmosphere especially a stress free environment with the help of information from this study. Dr .Agaewal's eye Hospital is an employee driven organisation, this study is made to know various stressors for its employee, its impact and how effectively it can be managed.

TYPE OF THE STUDY:

The type of the conducted is Descriptive study.

TYPE OF DATA COLLECTED:

Primary and Secondary data .

SAMPLE SIZE:

The sample chosen to collect data consisted of 100 employees. The data collected is used for final tabulation Interpretation .

SAMPLING METHODS:

A convenience sample is a type of non-probability sampling method where the sample is taken from a group of people easy to contact or to reach. For example, standing at a shopping mall or a any other departmental store and asking people to answer questions would be an example of a convience sample. This type of sampling is also know as grab

sampling or availability sampling. There are no other criteria to the sampling method except that people be available and willing to participate.

C. Chi square

Hypothesis:

Null hypothesis:

Calculated value of 24.4

Degree of freedom=(c-1)(r-1)=(3-1)(2-1)=2

The table value of χ^2 for 4 degree of freedom at 5 percent level of significance is 5.99

Conclusion:

Calculate value of chi square is more than the table value . So the null hypothesis is rejected, alternative hypothesis is accepted.

D.ANOVA

Hypothesis:

Null hypothesis:

There is no significant ANOVA between age and stress management needs of the hospital .

Conclusion:

Calculated F value is 815.788 and F critical value 3.88934 so calculated value is more than the table value so null is rejected

E. correlation:

Calculation value is 0.63 and so I concluded that there is no significant correlation between rate statement and Stress Management reward for progress of the hospital.

IV. FINDINGS

- 60% of respondents belongs to the female class.
- 45% of the respondents are in the age of 21 to 31 years .
- 45% of workers having their 8000 Montly income .
- 62% are in a respondent of a MBBS .
- 70% of the respondent in a unmarried .
- 40% of the respondent working person where neutral working in causes of stress.

- 45% of the respondent people having their redouble for their efforts.
- 40% of the respondent people having the working relationship problem.
- 40% of the respondent person appreciate by their working company .
- 40% of the respondent working employees having the positive attitude.
- 40% of the respondent working people reason for the stress is financial problem .
- 40% of the respondent people expectations from the management.
- 40% of the respondent stress in the work place with timely targets .
- 35% of the respondent having stress problem in a colleagues.
- 50% of the respondent working employee handle their problem with soon .
- 30% of the respondent employee reduced their job stress.

V. SUGGESTIONS

- Provide mentoring and counselling for employees more effectively.
- The employees must give importance to time management techniques there by they can complete their work within the specified time.
- Many tasks can be delegated to subordinates without losing effectiveness so that we can reduced the overload of work.
- Engaging the bored employee in aerobic exercise, because it stimulates the brain and the body .Also the employee must do meditation and yoga in their daily life.

VI. CONCLUSION

As stated before stress in the workplace is not a new phenomenon, but it is a greater threat to employee health and well-bring than ever before. In all organizations and in all nature of work this epidemic will be there . It has a negative effect on employee's morale, productivity and efficiency too.

It's all above how well it is managed by the organisation and by the individual. This study has come out with various factors that lead to stress. It differs from person to person.

Dr. Agarwal's Eye Hospital an employee driven company has already invested much on their employees in order to enhance their productivity, morale and efficiency in terms of employee welfare, EHS (Employee Health &

Safety), advanced machines, equipments , scientifically designed ergonomics etc. The company has taken keen interest to ensure that the employees feel a good stay in the company with a stress free environment.

The study points out excessive worl load, ambiguity in roles and responsibilities, updating and dead lines for results and multiple supervisions as focal factors for stress.

The study reveals headache, sleep disturbance, difficulty in concentrating and lack of confidences as key impacts of stress.

The study comes up with measures like Yoga and meditation, soft music, library, outbound activities which employees strongly recommend which will help to cope up with stress.

The study provides key information's to the company at the same time to the entire industry.

To conclude, taking into account the impacts of stress it is very vital to have a stress free environment to ensure employees efficiently, productivity and high morale, where the HR department can play a good role in it my providing employee assistances programmes as stated before.