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## **A STUDY ON STRESS MANAGEMENT WITH SPECIAL REFERENCE TO THANJAVUR SPINNING MILL LTD**

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### **Abstract**

*Effective techniques for stress management are varied. They typically include behavior that improve physical health, such as nutrition and exercise, but may also incorporate strategies that improve cognitive and emotional functioning. The stress – reduction approach based on mindfulness practice has recently enjoyed on explosion of interest from a variety of healthcare and epidemiological researchers. The concept of mindfulness, which originates from practice of buddhism, is defined as a focused awareness of one's experiences, and purposeful and nonjudgement focus on the present moment. Structured interventions, such as the Mindfulness-Based Stress Reduction (MBSR) program, provides participants with the opportunity to learn breathing meditation, body scanning techniques, and gentle,yoga-inspired physical exercise. With practice, individuals learn to process emotions, thoughts, and sensation as they arise. Individuals learn to modify their reflexive conditioning from automatically reacting or worrying about the future to a more adaptive, measured response with greater awareness of the present moment.*

**Keywords:** Physical health, emotional, yoga, meditation, Breathing, reflexive, Mindfulness, nutrition, sensations

### **1. Introduction**

Stress is a general term applied to the pressure people fell in life. The presence of stress at work is almost inevitable in many jobs.Then it becomes

painful and creates many physical and psychological problems which are reflected in the day to day life of organizational performances. People feel unhappy and are dissatisfied mental

disorder had to body the digestive system and regular blood functioning and distributed. It causes abdominal ulcer and several diseases of the liver. Heart, kidney, blood vessels and other parts of the body.

#### **DEFINITION**

Beehr and Newman "job stress is a condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning."

#### **FEATURES OF STRESS**

- ❖ Stress may be result of individual's interaction with environmental stimuli such stimuli may be in any form from interpersonal interaction, event and so on the impact of the stimuli procedure deviation in the individual.
- ❖ It is not necessary that stress is always functional on the contrary, there may be some stress called unstressed like stress for creative work, entrepreneurial activities, keen competitions etc.,

#### **SYMPTOMS OF STRESS**

- ❖ Chronic worry
- ❖ Inability to relax
- ❖ Excessive use of alcohol smoking
- ❖ Problems with sleeps
- ❖ Inappropriate electronic- operative attitudes
- ❖ Feelings of inability to cope
- ❖ Emotional instability
- ❖ Digestive problems
- ❖ Nuisance and tension

#### **MAJOR APPROACH TO MANAGES STRESS**

##### **Action- oriented:**

This is approach works on solving the problem which cause stress. It may include either changing the environment or the situation.

##### **Emotional- Oriented:**

In case where it is not visible to change the situation and the perception about it.

##### **Acceptance- Oriented:**

When a problem cannot be solved either by taking the right actions or by controlling

the emotion. What is needed in the situation to be accepted as it.

#### **ORGANIZATIONAL FACTORS**

Organizational factors such as management Labor relations working condition resources allocation role of trade unions, behavior of co-workers etc., are important factors which cause stress to the psychology of employee.

#### **GROUP FACTORS**

An organization includes group and individuals who influence each other and are influenced by the other. Employees get satisfaction of the social level after returning from job performance group conflict includes in compatibility of goals and objectives performance and rewards.

#### **SCOPE OF THE STUDY**

- Scope of the study is to assess and evaluate various stress and perception.
- A study on techno stress will help diagnosing the level of stress faced by employees and factors affecting the Employees job at work time.

#### **OBJECTIVES OF THE STUDY**

1. To study the socio-demographic factors of the respondent.
2. To find out the satisfaction of working time of employees.
3. To find out the factors that influence stress among the employees.

#### **LIMITATION**

- The study has been limited to only a sample of 75.
- The study was confirmed only to the spinning mill Ltd, Thanjavur.

#### **AREA OF THE STUDY**

The area of the study based on Thanjavur spinning Mill Ltd industries are situated in Thanjavur. Thanjavur is a located district of Tamilnadu covering an area of 8212 kilometers. According to 2021 census Thanjavur town has population of 22,10,375. This district is an excellent area of agriculture economy for Tamilnadu state.

## RESEARCH

A careful investigation on enquiry specially through research for new facts in any branch of knowledge.

### RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the problem. It may be understood as a science of studying new researcher is done scientifically.

### RESEARCH DESIGN:

Research design is the correct arrangement of condition for collection and analysis of data that aim to combine to relevance to the research purpose. The study is carried by adoption of exploratory and descriptive and diagnostic study.

### SOURCES OF DATA

#### 1. Primary Data

The data was collected by questionnaire, The questionnaire is considered as information required for the study was directly collected from the employees.

#### 2. Secondary Data

The secondary data was already collected from company records, journal and magazines that is company records and websites.

**Table 1**  
**Distribution of respondent by gender;**

S.No.	Gender	No of respondents	Percentage %
1.	Male	32	42.67
2.	Female	43	57.33
	<b>Total</b>	<b>75</b>	<b>100</b>

*Source: Primary Data*

#### Inference:

The above table shows that gender of the respondent. In the gender majority of the respondents are female 57.33% and the remaining are male 42.67%.

**Table 2**  
**Relaxation Techniques Provided By Spinning Mill**

S.no	Techniques	No.of Respondents	Percentage
1	Watching TV	32	42.67
2	Dancing	16	21.33
3	Games	27	36.00
	<b>Total</b>	<b>75</b>	<b>100</b>

*Sources: Primary Data*

#### Inference:

42.67% of the employees use watching TV to reduce their stress. 21.33% of the employees dancing to reduce their stress. 36% of the employees games to reduce their stress.

#### FINDINGS:

- Majority 57.33% of the respondents are female
- Most of the respondents 36% have stated job related stress stressful.

#### CONCLUSION

Stress plays an importance role in an Individuals work performance. The impact of stress an individual may also have an impact an organizations performance. Hence individual has to scope up with stress for his personal and organizational growth. As most of the workers were satisfied with there work the company has to maintain the existing level of job satisfaction prevailing among employees. They can also motivate the workers with innovative motivation tools for their additional talents

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