

An Analysis of Stress on the Employees of GMR Warora Energy Limited

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Abstract— Now-a-days stress has become indispensable part of human life. A person feels stress in personal as well as professional fronts. The accomplishment of a business is based on the performance of the employees. Employees and their performance of the employees are greatly influenced by the level of stress which they have. The purpose of the research is to identify the factors which cause stress among the employees of GMR Warora Energy Limited. To fulfill the objective the primary data has been collected from the employees of GMR Warora Energy Limited. In order to gather primary data structured questionnaire has been prepared. The questionnaire had been distributed to the 39 employees. A total of 34 questionnaires have been utilized for the purpose of analysis as they were complete in all respect. The main findings of the study are that, the employees feel stressed when they are overloaded with lot of work. The major reasons of stress among the employees are insufficient salary, work place politics, role ambiguity and lack of career development opportunities. On the other hand, meeting deadlines have an insignificant effect on the stress level of the employees of GMR Warora Energy Limited.

Keywords: Corporate Social Responsibility (CSR) Policy, Data Collection

I. INTRODUCTION

The success of each and every organization whether big or small, entirely depends upon the ability of its employees to work efficiently. The efficiency of the employees largely depends upon the stress which they face in their daily life. In simple words, stress is a psychological and bodily state where the demands cannot be met by the resources available with a person.

In the fast face world, stress is unavoidable. Every employee faces certain stress at their workplace. The cause of stress may be due to the personal front or professional front or both. Most of the people undergoing stress have a negative behavior towards most walks of life. Stress at work place is a relatively new concept which has emerged due to the alterations in the nature of work. Some reasons which cause stress in the organization are due to increased work pressure, change in job role, change of immediate superior mismatch of job and the capabilities of employees etc.

Smith in 2000 suggests that educational sector is the most stressful job which adversely affects physical body and mind. The result of stress are absenteeism of employees increases, low level of involvement in work, poor performance, increased incidences of conflict etc. Work stress has an inverse relationship with work performance. In other words, if the stress level is high then the work performance of the employee will be on the lower side and vice-versa. But it does not stand true in all cases. Few employees are there whose work performance has enhanced due to increase in the level of work stress.

Seibt et al., (2008) indicated that stress is continuously present among the employees, but it can be condensed by improving the working environment of the organizations.

A. Objective of Study

To study various reasons creating stress in the employees of GMR Warora.

II. COMPANY PROFILE - GMR WARORA ENERGY LIMITED

A. Overview

GMR Warora Energy Limited is working ever since March 2013. It is tactically situated in Chandrapur, Maharashtra which is adjacent to the various manufacturing units. The organization has received ISO certification.

B. Corporate Social Responsibility (CSR) Policy

GMR Group knows that the various activities that their organization performs have extensive influence on the people living around. The areas of corporate social responsibility include education, sanitation, community development, vocational training for livelihood, activities related to preservation of environment etc.

III. LITERATURE REVIEW

Stress has substantial effect on organization and the efficiency of the employees and it awfully hampers wellbeing of the employee (Mimura & Griffiths, 2003. R. Kazmi et al in 2008 also studied an adverse connection among the stress and efficiency of job. It is observed that the same is truer in male employees as compared to the female employees. Martinussen et al. (2007) establish that exhaustion is one of the essential consequences of work related stress. If the employees' are constantly exposed to stress and the stress is not handled effectively, it leads to severe damage for employee's quality of their work and their physical and mental state and for the organization as well (Maslach, 2003). As per Wilton (2011) the work stress is coordinated with bad quality of life at work, lower independence at work, their choices and the work procedures.

Copper et al. (1988) means stress is when the scale of stressors surpasses individual ability to handle. Stacciarini and Troccoli, (2003), feel that work stress is a result when expectation of work cannot be fulfilled by the employees.

Prakash B. (2015) suggest that early symptoms of stress can be fatigue, head ache, frequent mood swings, increase in aggression, increased absenteeism etc.

Rubina et al defines work performance is a result of skill, effort and resource work in a co-ordinated manner. Usman Ali et al. (2014) reveal that over burden with work, conflict in role and insufficient remuneration for work are the key reasons of stress among employees that results in work inefficiency.

IV. RESEARCH METHODOLOGY

A. Data Collection

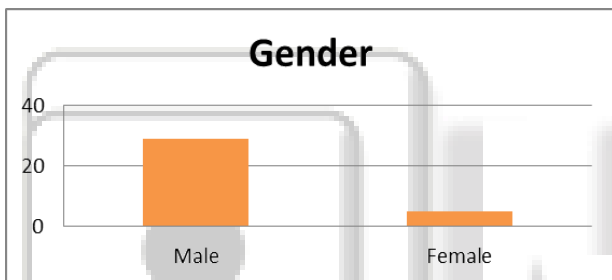
The study has been done using the collection of data using secondary and primary source. The data which is secondary in nature has been gathered with the help of various books, websites, record from GMR Warora Energy Limited etc. The primary data have been collected using structured questionnaire.

The questionnaire was prepared so as to achieve the objective. The first part of the questionnaire was associated with the data of the respondents which is demographic in nature. The other section of the questionnaire was related to the factors causing stress among the employees of GMR Warora Energy Limited.

B. Sampling Technique

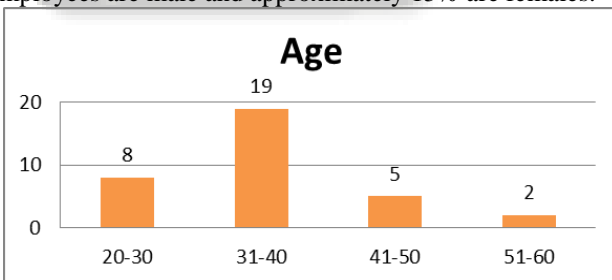
In this research, total 39 questionnaires were given to the employees of GMR Warora Energy Limited. After receiving the filled questionnaire only 34 questionnaires were appropriate for the study. The remaining questionnaire were either incomplete or were left blank.

V. DATA ANALYSIS



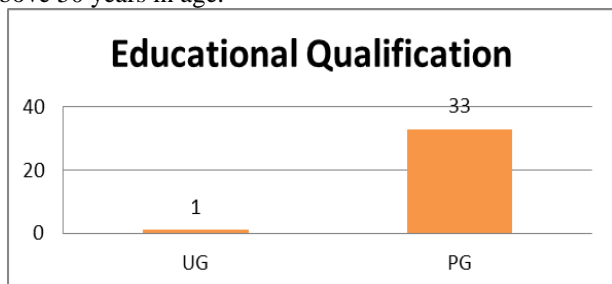
Graph 1:

The above graph indicates that approximately 85% of the employees are male and approximately 15% are females.



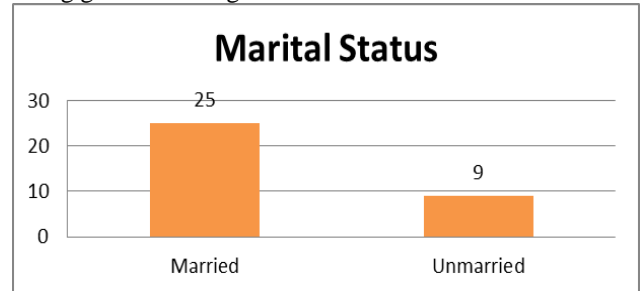
Graph 2:

The above graph shows that 79% of the respondents are upto to the age of 40 years. Most of the work force in the organization is young and energetic. Only 6% respondents are above 50 years in age.



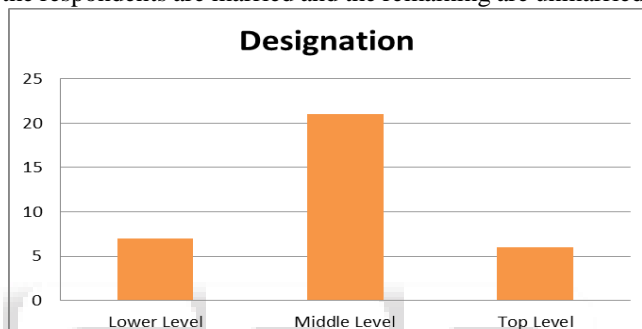
Graph 3:

It is important to note that approximately 97% of the respondents have completed their post-graduation. This indicates that the work performance will be on the higher side as the knowledge through education plays an important role in increasing the efficiency. Only 3% of the respondents are having graduation degree.



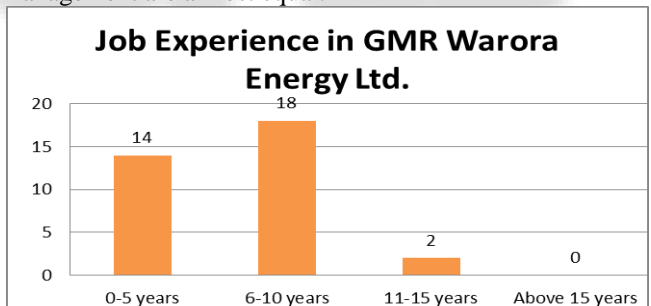
Graph 4:

The above graph shows that approximately 74% of the respondents are married and the remaining are unmarried.



Graph 5:

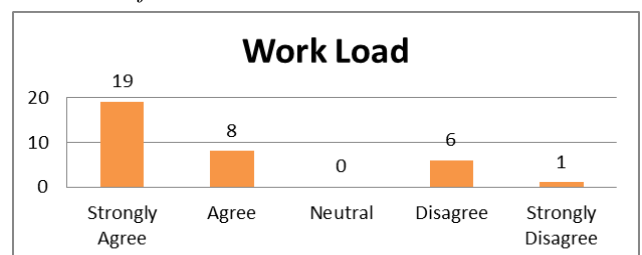
Approximately 88% of the respondents are at middle level management in the organization. The respondents belonging to the lower level management and top level management are almost equal.



Graph 6:

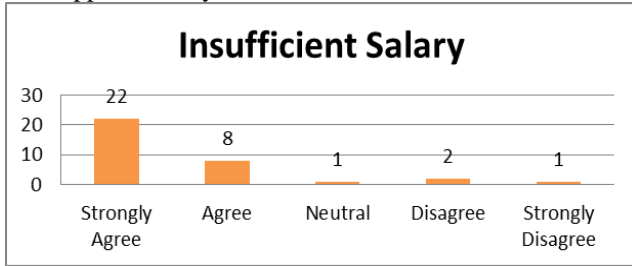
The above indicates that approximately 41% of the respondents have having work experience of upto 5 years at GMR Warora Energy Ltd. Approximately 53% of the respondents are having upto 10 years of work experience at GMR Warora Energy Ltd.

A. Causes of Stress:



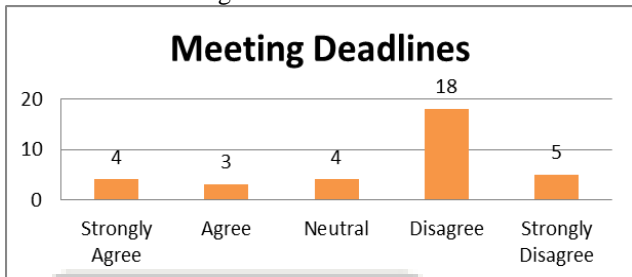
Graph 7:

The above graph suggest that the approximately 80% of the employees strongly agree and agree that work load in one the major reason for causing stress. On the other hand, approximately 21% do not feel in the same manner.



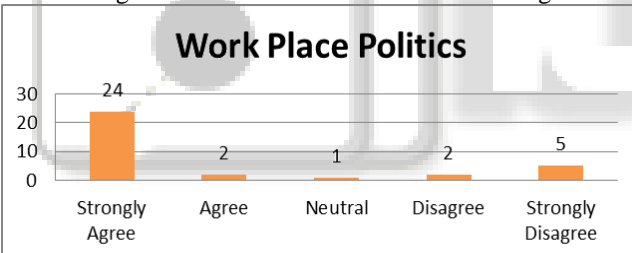
Graph 8:

Approximately 89% of the employees of GMR Warora Energy Ltd. agree that insufficient salary in one of the reason for causing stress.



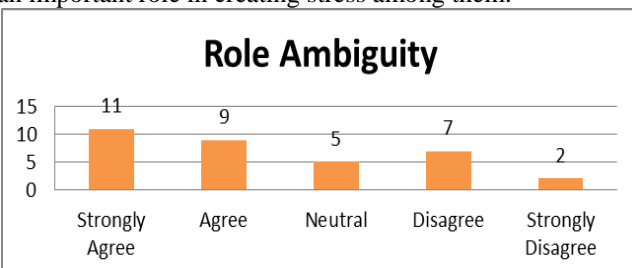
Graph 9:

It is important to note that approximately 68% of the employees feel that they do not feel stressed due to meeting deadlines. Only approximately 21% of the employees feel that meeting deadlines is one the reason for creating stress.



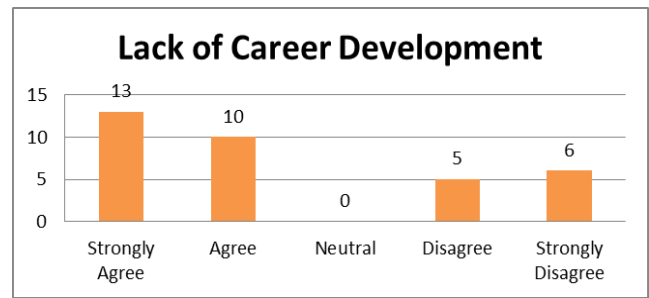
Graph 10:

Approximately 77% of the employees strongly agree and agree to the statement that work place politics plays an important role in creating stress among them.



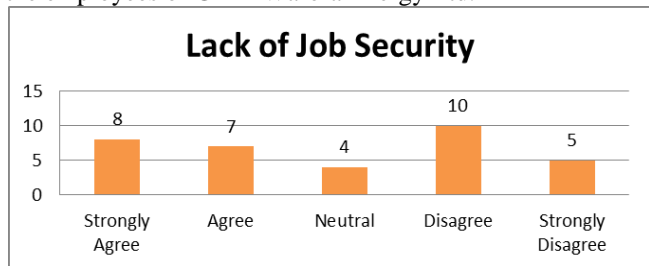
Graph 11:

Approximately 58% of the employees strongly agree and agree to the statement that role ambiguity in one of the reason for creating stress. It is equally important to note that approximately 15% of the employees have neutral opinion on the same.



Graph 12:

The above graph suggests that nearly 67% of the employees either strongly agree or agree that the lack of career development opportunities is a reason for stress among the employees of GMR Warora Energy Ltd.



Graph 13:

One of the reasons of stress among the employees of GMR Warora Energy Ltd. is the lack of job security. The same has been strongly agreed and agreed by nearly 45% of the employees. On the other side, nearly 12% of the respondents do not have opinion on the above statement.

VI. CONCLUSION

It can be concluded that if the employees are overloaded with lot of work then they feel stressed. Majority of the employees feel that insufficient salary, work place politics, role ambiguity and lack of career development opportunities are the major reasons for the stress among the employees of the GMR Warora Energy Limited.

On the contrary, meeting deadlines have very little effect on the stress level of the employees of the GMR Warora Energy Limited.

The organization should ensure that the employees are adequately compensated for the work they are doing. It is important to note that the organization should provide opportunities for the career development within the organization as it may reduce employees' turnover.

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