

Stress Management in Cement Industry

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Article

Stress defines as a mental or physical response to events that causes bodily or mental tension. It is outside force that effect on our body or mind. Generally, stress effect when people merge their personal and professional life at the workplace. They are unable to make coordination in between their lives. They think that stress is what happens to our body, mind and behaviour in response to an event. When our body is working overtime and feels something not favourable, this is called stress.

Stress happens when, people bother or worried about their family, work environment, worried about something or illness or so on. In professional life, if we see that people aren't working or concentration on their work it means he/she is worrying about their relationship with their colleagues or work pressure time limits. Because of stress or tension employees are also unable to give their positive outcome to the organization.

This study was designed to find out the effects of stress & tension on employees. It has been also tried to find out that, what are the organization's general attitudes to stress, when anyone suffering from heavy stress and trouble? 20 questionnaires were distributed to the employees in both the industries. Statistical methods and chi-square techniques were used to tabulate the results of this study the primary data were analysed using a per cent of response. This section includes the findings, conclusions and recommendations.

Key words: Stress, work environment, working conditions, organization's attitude, outcomes, mental or physical response.

Introduction:

J.K Cement Profile, Nimbahera:

J.K Cement established in year 1974 with a capacity of 0.3 million tonnes at Nimbahera in Rajasthan, today J.K Cement has 6 kilns of different capacities with a combined annual capacity of 7.5 million tonnes. The three cement units having aggregate capacity of 4.5 million tonnes are located in Rajasthan at Nimbahera (capacity 3.25 million TPA), Mangrol and Gotan and one unit in Karnataka at Muddapur with capacity of 3 million TPA. The Company is the second largest manufacturer of White Cement in India, with an annual capacity of 400,000 tonnes and value-added building products such as Wall Putty.

Wonder Cement Corporate Profile, Chittor:

Wonder Cement is part of the RK Marble group which has the distinction of being one of the leading names in the marble industry. Being in an industry which is highly competitive, we aim to position our brand that stands apart from the clutter and establishes brand recall in a short span of time through impeccable quality and effective communication. To accomplish this, our endeavour is to create an extensive network of dealers that would enable the brand to achieve a place for itself in the premium segment.

Vision

We are committed to create a brand which is extensively competitive, a brand associated with quality, trust and transparency. We also aim to be amongst one of the largest as well as the most preferred cement companies in the country.

Mission

To build a gilt-edged brand in the category through state-of-the-art technology, continuous innovation and most sustainable business practices thereby evoking trust among our stakeholders.

Objectives of the study:

1. To find out the general attitude of the organization's to stress
2. To identify the cause of the stress which having negative effect on employee's performance
3. To evaluate the ways to managing the stress
4. To find employee's opinion towards the stress
5. To find out the level of the management to handling the stress situation

Research methodology:

- Type of research - Descriptive Research

In order to conduct the survey in a sample size of 26 employees has been selected (12 employees in JK Cement and 14 in Wonder cement plant) on in random basis in both the companies and 10 questions were framed to achieve the above objective. In order to test the significance difference chi- square test has been administered.

SOURCE OF DATA

- Primary Data – Questionnaire
- Secondary Data – company Profile, Newspaper and Magazine

Sample size – 26

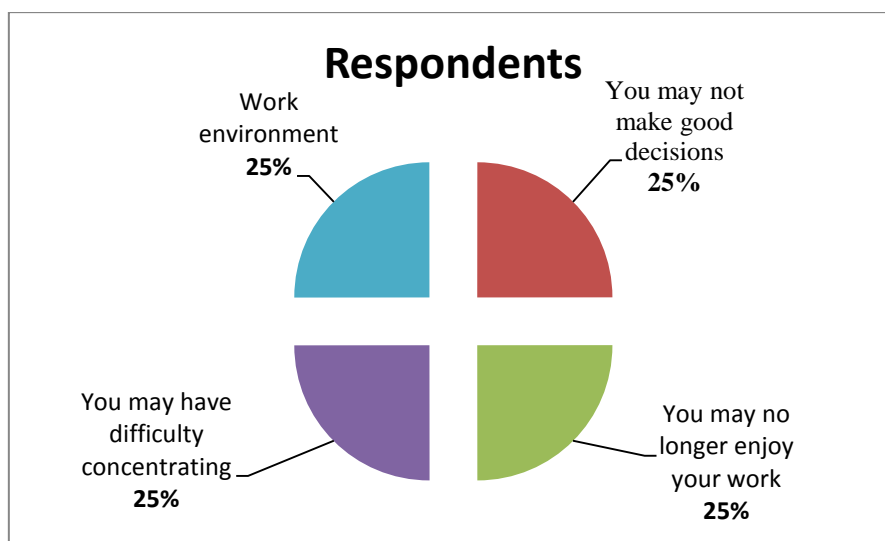
Analysis & Interpretation

- **Analyse the stress causes which give negative effect on the performance of the employee**

Significance: People frustrate when they got stuck in some work. Here it has been shown that how stress causes affects the employee’s performance. Four options/causes has been given in the questionnaire to the employees which shown how stress effect performance.

Table A

Stress causes which effect the performance	Respondents		Total
	JK	Wonder	
You may not make good decisions	3	4	7
You may no longer enjoy your work	3	3	6
You may have difficulty concentrating	3	3	6
Work environment	3	4	7
	12	14	26



Respondent views: In the above analysis causes of the stress has been found out. The respondent’s percentages are equal on every option. Here we can see that 25% employee says that work environment, 25% says that they are not make a good decision regarding ant tasks. On the other hand 25% people might not enjoy their work because of stress and tension. Some people are not concentration on their work at workplace. Stress is always giving negative impact on the work performance which has been shown in the above pie chart. JK cement and wonder cement employees give their 50-50 opinion in the given questionnaire.

Analysis

Total Estimate Value – This value has been estimated by the respondent’s views.

Table A.1

option	Different study units/group	
	J.K.	Wonder
1	3	5
2	3	4
3	3	4
4	3	5

Here, in table we have measured the total estimate value from the respondent’s data & information. We thoroughly applied the formula

$$\sum = (O-E)^2 \div E$$

Let us take the hypothesis that there is significant difference in the respondents answer to question no. 1 Apply non-parametric that there is (chi-square) $X^2 = \sum (O-E)^2 \div E = 4.5$. Total value of F^2 at 6 DF 5% of level of significance = 12.6 since the evaluated value of X^2 (4.5) is lower than the table value of X^2 (12.6) our null hypothesis is accepted.

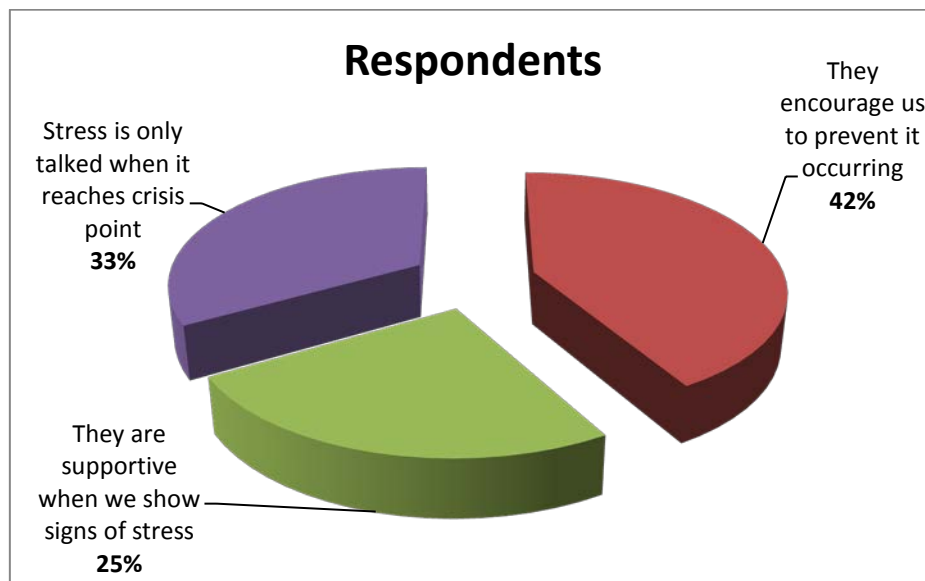
Interpretation: The analysis shows that when people are full of stress neither they make good decision nor they concentrating on their work. Sometime they feel stress when the work environment is not favourable for them. They got stressed and tension. When employee got frustrated they may also give the poor judgment of the tasks. Sometimes they are not doing the right leadership.

➤ **Analysed the general attitude of the organization’s to stress of the employees**

Significance: In the given analysis it had been shown that how organization’s react when they know that employees are in stress. Some organizations are taking very seriously to stress and some are not. In this question employees give their opinion that is organization helpful to preventing the stress or not.

Table B

Attitude of organization towards stress	Respondents		Total
	JK	Wonder	
They encourage us to preventing it	5	5	10
They are supportive when we show sign of stress	3	4	7
Stress is only talked when it reaches crisis point	4	5	9



Respondent’s views: In the given chart 25% employees agree that organizations are truly supportive when they show the signs of stress to it. 42% respondents says that generally organization encourage them to prevent it from different sources. They tell them the way to resolve it. On the other hand 33% employees think that organization talk to them about the stress or conflict when it reaches at the crisis point.

Analysis

Total Estimate Value

option	Different study units/group	
	J.K	Wonder
1	6	7
2	3	5
3	4	7

Here, in table we have measured the total estimate value from the respondent’s data & information. We thoroughly applied the formula

$$\sum = (O-E)^2 \div E$$

Let us take the hypothesis that there is significant difference in the respondents answer to question no. 2 Apply non-parametric that there is (chi-square) $X^2 = \sum (O-E)^2 \div E = 1.5$. Total value of F^2 at 6 DF 5% of level of significance = 12.6 since the evaluated value of $X^2 (1.5)$ is lower than the table value of $X^2 (12.6)$ our null hypothesis is accepted.

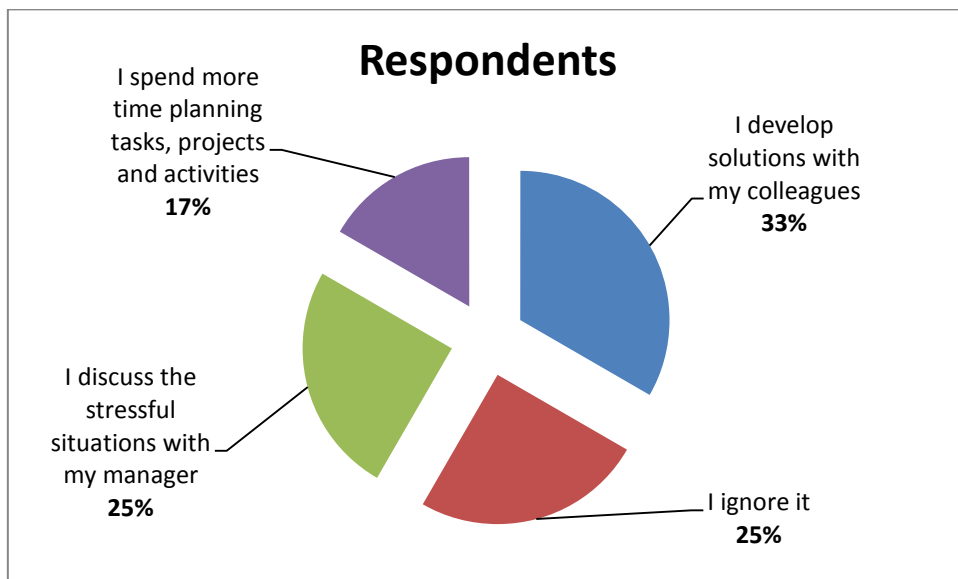
Interpretation: People generally stressed out when then are in problem. In this analysis we see that higher percentage has been given to the option first. This means, organisations encourage employees to prevent the stress. Generally stress happen when employee are in confusion, they can’t concentrate on work; they have poor memory or frequently changes on implementation of tools and techniques and so on.

➤ **Employees indicated the ways to managing the stress at workplace**

Significance: In every organization conflict or stress is a common thing. People once stuck in it, they are unable to take decision or facing so many problems. They have to be very aware about the resolving the stress from their professional as well as personal lives. Here in this analysis employees indicated the ways to managing the stress. Some says that stress is positive for the organization but some are in opposition of that. As I visited in both the cement plant, employees are frustrated from work because of stress tension and work pressure. In such a case, they have to be finding out the ways to settle down the stress.

Table C

parameters of managing stress at workplace	Respondents		Total
	JK	Wonder	
I develop solutions with my colleagues	4	4	8
I ignore it	3	3	6
I discuss the stressful situations with my manager	3	3	6
I spend more time planning tasks, projects and activities	2	4	6



Respondent’s view: In the given analysis we can see that 17% respondents spend more time in planning the tasks projects and activities. They think that if they focus more on doing the projects and activities, through this they can easily manage their stress at workplace. On the other hand, 25% employees discuss the stressful situation with their manager; so that he/she can give the different ways to manage stress, as well 25% agree to ignore the stressful situations. 33% employees develop the solutions with their colleagues to manage the stress.

Analysis

Total Estimated Value

Options	Different study units/group	
	JK	Wonder
1	4	5
2	3	4
3	3	4
4	2	5

Here, in table we have measured the total estimate value from the respondent's data & information. We thoroughly applied the formula

$$\sum = (\mathbf{O-E})^2 \div \mathbf{E}$$

Let us take the hypothesis that there is significant difference in the respondents answer to question no. 2 Apply non-parametric that there is (chi-square) $X^2 = \sum (O-E)^2 \div E = 1.5$. Total value of F^2 at 6 DF 5% of level of significance = 12.6 since the evaluated value of $X^2 (1.5)$ is lower than the table value of $X^2 (12.6)$ our null hypothesis is accepted.

Interpretation: There are many different ways to manage stress at workplace. In both the industries people develop the solutions to managing the stress with their colleagues. Generally when, different personalities are working together, employees make long run relationships with their colleagues and feel comfortable with their partner. In such case, when they stressed out they felt that they have to share their problems with their co-workers or colleagues. Sometimes they also discuss the stressful situations with their manager. In JK and wonder cement plant only few people says that they planning tasks or involve themselves in different activities to resolve the stressful situation.

Conclusions & Recommendations

- i. In both the industries, I concluded that people neither able to make the good decisions nor concentrating on their work. When they are in stressful situations they are also not give the favourable judgment for the given tasks.

- ii. Employees should not merge their personal and professional life at workplace. If they do the same they, somehow they create the stressful situation or tension in a organization.
- iii. As I concluded that in JK and Wonder cement plant employees generally frustrated from the work environment. If others aren't helpful in such situation, person take his/her task as a burden n feel stress. He wants to get rid from tension but he may unable.
- iv. Both the organization encourages employees to preventing the stress at workplace. They give different ways to manage it. If person are not concentrating on work because of frustration or tension, organization is very helpful for him.
- v. Some people managing stress through planning the other activities or tasks. They spend more time in it. They involve themselves in other curriculum activities so for sometimes they forget about stress.
- vi. Most of the employees agree that organization talked about stress when they reach at the crisis point. When company feel that they are in loss because of stressful employees, then they find out the ways or manner to prevent or occurring it. After the losses they organize meeting of the employees about the stress and their low work performances.

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