

Work Pressure And Coping Mechanism

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1. Introduction to the Work pressure

Work pressure influences people in numerous ways. In comparable circumstances or conditions a few individuals adapt, indeed flourish, on the pressure, while others discover it troublesome to manage and suffer negative stretch as a result. It is additionally individual within the sense that the sum of control that the person has, over their work environment conditions, occasions, and work-life balance, will impact the sum of negative push that they endure from. Those people with more noteworthy control will endure and oversee stretch levels, or maintain a strategic distance from them inside and out, more effectively.

A crucial factor in accomplishing a fitting work-life balance is guaranteeing that the work component does not overwhelm, and-or that it isn't causing harm to the person through the impacts of negative stretch. It is most unordinary to discover individuals with a work-life balance that's ruled contrarily by their life exterior the work environment. It is nearly continuously the work environment action that rules and regularly adversely. For experts undertaking individual and career advancement exercises, the positive action of individual advancement must be effectively overseen in arrange to guarantee that it does not have a negative impact on stretch levels and cause harm to the individual's work-life balance.

The expanded mindfulness of the significance of overseeing work pressure and work-life balance successfully has given rise to approaches such as time administration, overseeing stretch, accomplishing work-life balance, overseeing individual advancement, and related approaches such as coaching and mentoring. The apparatuses and procedures inside these approaches are important in making a difference people to oversee push and work-life balances more effectively.

Recognizing the sources within the working environment as people working in a trade world that's continuously changing at an ever-increasing pace, we ought to be versatile and adaptable. In arrange to maintain a strategic distance from negative push we have to be mindful of, arranged for, and able to oversee, the effect of: time weights; requesting due dates; expanding complex connections with others; crests and troughs of as well much or as well small work; different, covering trade or work changes; dangers of repetition or undesirable work alter; weight from senior directors; unjustifiable or oppressive activities of administration; travel weights; increments in execution desires; more obvious examination through innovation and observation; necessities to embrace nonstop individual proficient exercises. Exterior the working environment there are routinely happening occasions and weights that are an ordinary portion of our lives, but which can be either a source of stretch, or fulfillment, or both.

Corporate back components: A few organizations have recognized that stretch and work-life balance is issues that ought to be bolstered by corporate activity. People in these organizations ought to, where fitting, take advantage of bolster components such as:

Adaptable working hours, Adaptable areas, uncommon take off accessibility, Career Breaks, Wellbeing programs etc.

Gender contrasts with respect to work-life balance: Numerous women feel extra push when they must choose what they feel is best for their families or what is best for their career. Work-life balance concerns of men and ladies alike - Comparative separation is experienced by men who take time off or diminish working hours for taking care of the family. For numerous workers nowadays, both male and female, their lives are getting to be more expended with a wave of family and other individual duties and interface. Subsequently, in an exertion to hold representatives, it is progressively critical for organizations to recognize this balance. Work-life balance issues and their impact on children - An expanding number of youthful children are being raised by a childcare supplier or another individual other than a parent; more seasoned children are more likely nowadays to come domestic to an purge house and spend time with video diversions, television and the web with less direction to counterbalanced or control the messages coming from these sources.

Work-life balance is, truly, adjusting the requests, the sum of time and exertion, given to work and the work environment, which given to the individual's residential, individual, family, and social life. An imperative figure in accomplishing a fitting work-life balance is guaranteeing that the work component does not overwhelm, and-or that it isn't causing harm to the person through the impacts of negative stretch.

2. Review of literature

An individual's stress threshold, sometimes referred to as stress 'hardiness', is likely to be dependent upon their characteristics, experiences and coping mechanisms, and also on the circumstances under which demands are being made. A single event, therefore, may not necessarily constitute a source of stress (i.e. be a 'stressor') for all nurses, or for a particular individual at all times, and may have a variable impact depending upon the extent of the mismatch (Lees & Ellis 1990).

Assessing stress is likely to be very difficult in an occupation as diverse and challenging as health care, yet the effectiveness of organizational interventions to reduce or eliminate sources of stress depends upon a sound understanding of the stress phenomenon for nurses. This paper reviews the implications of the subjective aspects of stress perception for nurses who, with teachers and managers, are a professional group most likely to report very high levels of workplace stress (Smith et al. 2000).

Subhadra, etc(2004) described that stress management has become a very critical aspect of human resource management of late. It has been found that poor working conditions at the workplace result in the physical stress among employees. The top management of an organization has got a vital role in creating a healthy workplace and a stress-free work environment for employee. Stress can be managed by practicing simple and easy techniques. The first step is to prevent stress and then to identify early signs of stress if one has failed to prevent to it. If ignored, stress can change into a silent killer.

Avinash Kumar Srinastav (2005), described that individuals at different management levels have different perspectives, focus and trust and hence their perceptions offers. Among the ten types of role stress were measured across management levels. Role stagnation, Role erosion and Total role stress are weaker at the senior management level. Personal inadequacy is stronger at the junior management level. Self-role distance is stronger at the junior management level.

Nagarajan (2005), opined that mental stress has become a disturbing factor among business executives. A person, who is under mental stress, exhibits a high level of irritability, lacks objective approach to handling issues, fumbles in decision-making, takes unilateral decisions develops distorted perceptions, get prejudiced and become highly impatient. Therefore, there is an immediate need for finding a cure for malady of mental stress playing business executive. Yoga, the technique mastered by the ancient Indian seers, provides a solution to this malady.

PaulRishi (2005), reveals that women cope with stress more confidently than men and also women are better managers and can afford to love their stress and efficient coping mechanisms without harming their mind and body. Women know practically that how to handle their stress than men in the effective manner.

Vasuki Mathivanan (2006), opined that the importance of accurate and effective expressive of feelings. This article reveals the link between the heart and mind. Using SWOT analysis and cognitive-behavioral methods are helping to find out the effective methods to reduce stress. The bottom line of the stress management is our mind and heart must be harmonized by handling negative feelings and strain in an effective way.

Herbert Benso (2005), said that the managers who learn to regulate stress can be more productive and happier at work-end do the same for their teams. The relaxations response is a physical state of deep rest that counteracts the harmful effects of the fight-or-flight response. Anyone who's clinched an important deal or had a good performance review enjoys the benefits of good stress. Efficiency increases when stress increases, but only up to a point; after that, performance fall off dramatically.

Lakhwinder Singh Kang andRaghibir's (2006), described that the symptoms include "being angry", 'feeling hurt', 'getting irritated', 'headaches', 'thinking about finding an alternative job', 'forgetfulness', etc., The nature of organizational stressors identified suggests that organizations should develop an environment of trust, respect, rational allocation of resources and rewards and making supervisors sensitive to the needs of the employees. Stress management interventions are possible at individual as well as organizational level.

Kalai Selvan (2006), have said that it is very essential to manage workplace stress because it affects not only the individual and the organization, but also the society at large. This article discusses the different categories and stages of workplace stress and suggests various

approaches to manage it for the betterment of the individual and the organization. The commitment of the organization and the individual are very important factors in managing stress effectively and the cost of stress is very expensive because it affects the individual, the organization, and the society at large.

Aravamootham(2015), described stress is synonymous to mental worry and change. Anything that causes a change in anyone's life causes stress. It does not matter. This article makes us to understand what is stress and how does it impact physical and mental health. It also reveals to learn how to manage stress by learning various stress releasing techniques.

Vinay Joshi (2017), reveals what is stress and its various consequences of stress on physical include heart attacks, ulcers, cardiovascular disease high failure rates in pregnancy, immune systems, memory even lead to death. And the techniques for stress management include physical exercise, massage, and breath to relax psychological techniques, relieve the stresses through senses, unconventional techniques and remember.

3. Objectives of the study

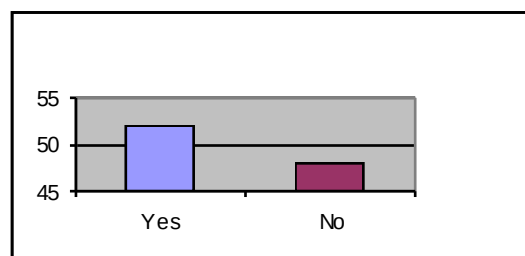
- To examine the impacts of work pressure at workplace and understanding the Coping Strategy adopted.
- To identify the ways in which the organization can take appropriate measures to improve the workplace to reduce work pressure.

4. Research Methodology

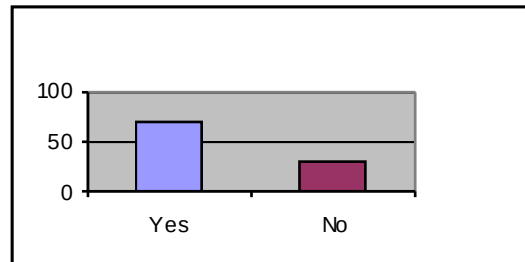
The focus of this study is to assess the work pressure among the employees and understanding the coping strategies adopted. Descriptive research design is used. The target respondents in this project were 150 employees of Aravind Exports, Chennai. Simple random sampling technique was adopted. The tools used for data collection was through questionnaire and for data analysis Percentage Analysis and Chi-Square analysis are used.

5. Data Presentation and Interpretation

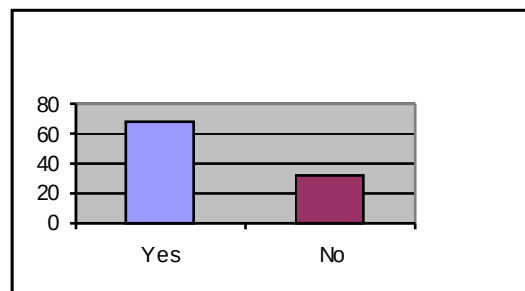
5.1 Regularly take days off due to ill health



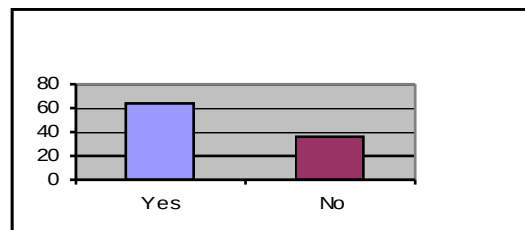
- 52% of the employees take days off due to ill health
- 48% of the employees does not take days off due to ill health

5.2 Spend more hours than like at work

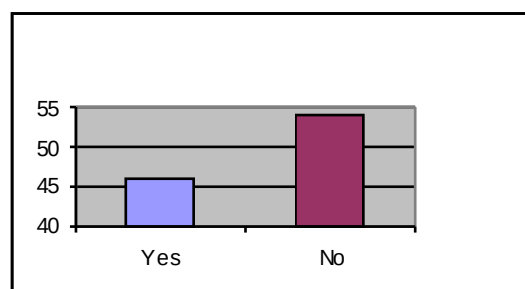
- 70% of the employees spend more hours than they would like at work
- 30% of the employees do not spend more hours than they would like at work

5.3 Thinking about work instead of focusing on home/pleasure activities

- 68% of the employees think about work instead of focusing on home/pleasure activities
- 32% of the employees do not think about work instead of focusing on home/pleasure activities

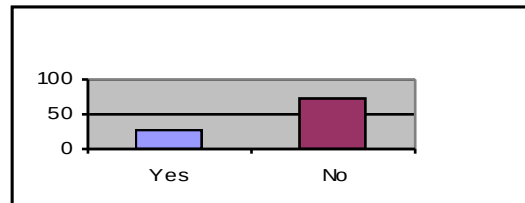
5.4 Given up activities to enjoy the work

- 64% of the employees have given up activities they enjoy to work
- 36% of the employees did not give up activities they enjoy to work

5.5 Get enough sleep, exercise and healthy food

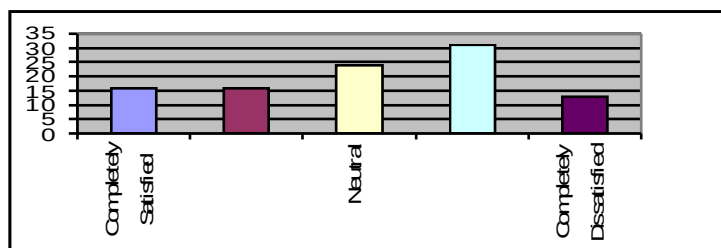
- 46% of the employees get enough sleep, exercise and healthy food
- 54% of the employees do not get enough sleep, exercise and healthy food

5.6 Spend as much time with loved ones



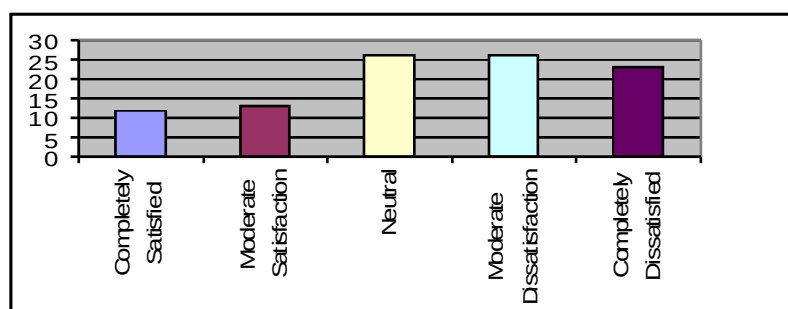
- 27% of the employees spend as much time as they'd like with your loved ones
- 73% of the employees do not spend as much time as they'd like with your loved ones

5.7 Communication and the way information flow around in the organization



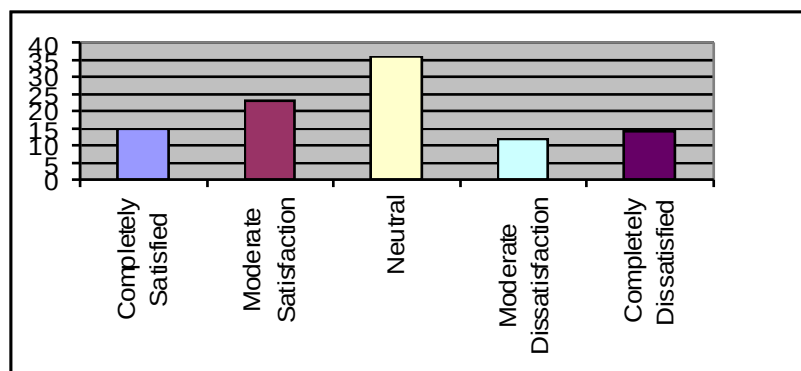
- 16% of the employees are completely satisfied with the Communication and the way information flows around your organization
- 16% of the employees are moderately satisfied with the Communication and the way information flows around your organization
- 24% of the employees are neutral with the Communication and the way information flows around your organization
- 31% of the employees are moderately dissatisfied with the Communication and the way information flows around your organization
- 13% of the employees are completely dissatisfied with the Communication and the way information flows around your organization

5.8 The relationship with other people at work



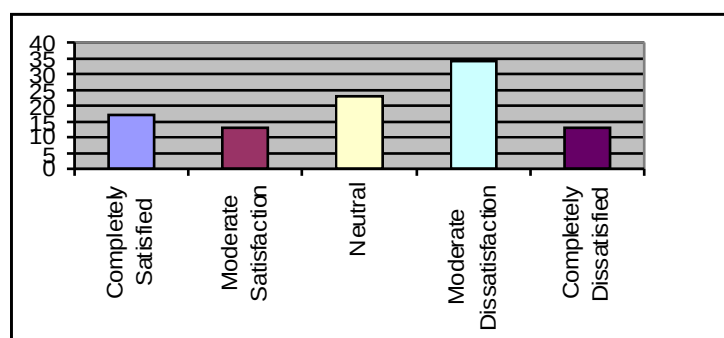
- 12% of the employees are completely satisfied with the relationship you have with other people at work
- 13% of the employees are moderately satisfied with the relationship you have with other people at work
- 26% of the employees are neutral with the relationship you have with other people at work
- 26% of the employees are moderately dissatisfied with the relationship you have with other people at work
- 23% of the employees are completely dissatisfied with the Communication and the way information flows around your organization

5.9 The actual satisfaction in the job



- 15% of the employees are completely satisfied with the actual job itself
- 23% of the employees are moderately satisfied with the actual job itself
- 36% of the employees are neutral with the actual job itself
- 12% of the employees are moderately dissatisfied with the actual job itself
- 14% of the employees are completely dissatisfied with the actual job itself

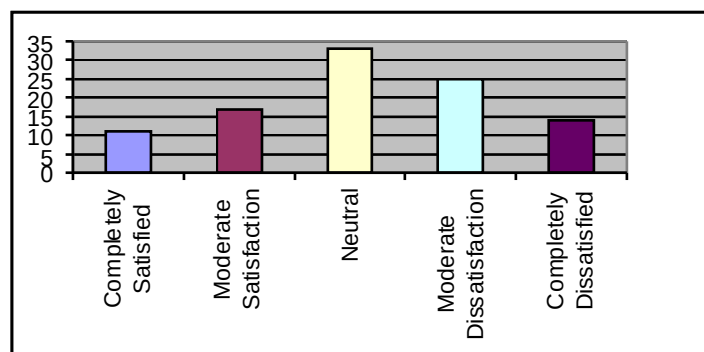
5.10 The degree to be motivated at work



- 17% of the employees are completely satisfied with the degree to which they feel motivated at work by their job
- 13% of the employees are moderately satisfied with the degree to which they feel motivated at work by their job

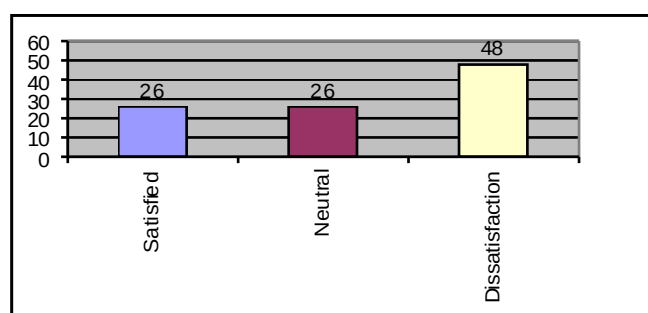
- 23% of the employees are neutral with the degree to which they feel motivated at work by their job
- 34% of the employees are moderately dissatisfied with the degree to which they feel motivated at work by their job
- 13% of the employees are completely dissatisfied with the degree to which they feel motivated at work by their job

5.11 The amount of work given (whether too much or too little)



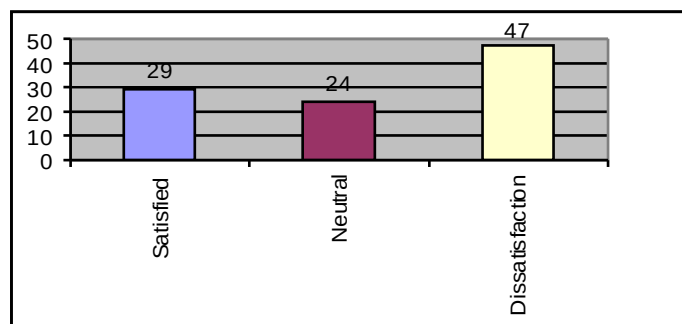
- 11% of the employees are completely satisfied with the amount of work they are given
- 17% of the employees are moderately satisfied with the amount of work they are given
- 33% of the employees are neutral with the amount of work they are given
- 25% of the employees are moderately dissatisfied with the amount of work they are given
- 14% of the employees are completely dissatisfied with the amount of work they are given

5.12 Level of salary relative to experience, training and education



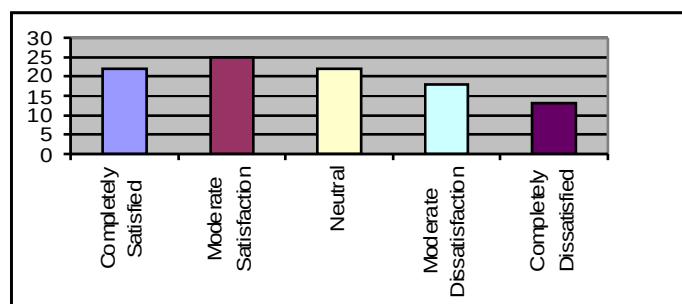
- 26% of the employees are satisfied with their level of salary relative to their experience, training and education
- 26% of the employees are neutral with their level of salary relative to their experience, training and education
- 48% of the employees are dissatisfied with their level of salary relative to their experience, training and education.

5.13 The amount of flexibility/ freedom have in job



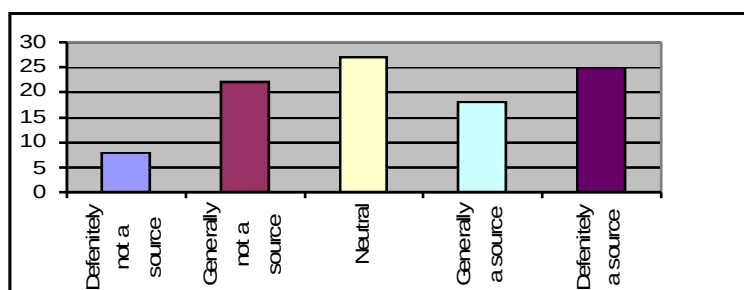
- 29% of the employees are satisfied with the amount of flexibility/ freedom they have in their job
- 24% of the employees are neutral with the amount of flexibility/ freedom they have in their job
- 47% of the employees are dissatisfied with the amount of flexibility/ freedom they have in their job.

5.14 Satisfaction over work environment



- 22% of the employees are completely satisfied with their work environment
- 25% of the employees are moderately satisfied with their work environment
- 22% of the employees are neutral with their work environment
- 18% of the employees are moderately dissatisfied with their work environment
- 13% of the employees are completely dissatisfied with their work environment

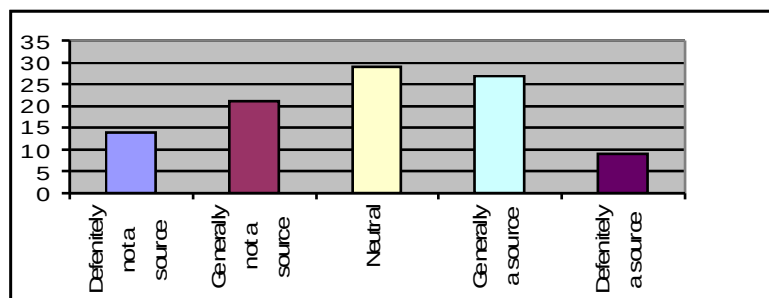
5.15 Far too much work to do



- 8% of the employees feel that it is definitely not a source when they have far too much work to do.
- 22% of the employees feel that it is generally not a source when they have far too much work to do.

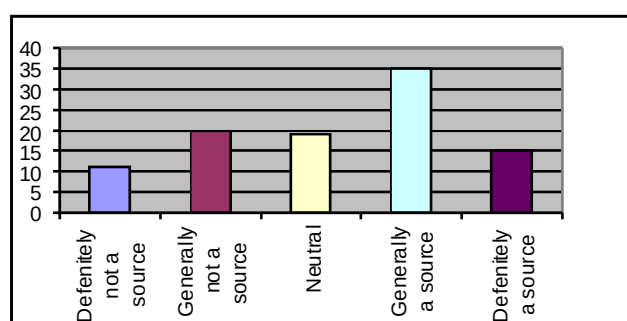
- 27% of the employees feel neutral when they have far too much work to do.
- 18% of the employees feel that it is generally a source when they have far too much work to do.
- 25% of the employees feel that it is definitely a source when they have far too much work to do.

5.16 Managing or supervising the work of other people



- 14% of the employees feel that it is definitely not a source when they are managing or supervising the work of other people
- 21% of the employees feel that it is generally not a source when they are managing or supervising the work of other people
- 29% of the employees feel neutral when they are managing or supervising the work of other people
- 27% of the employees feel that it is generally a source when they are managing or supervising the work of other people
- 9% of the employees feel that it is definitely a source when they are managing or supervising the work of other people.

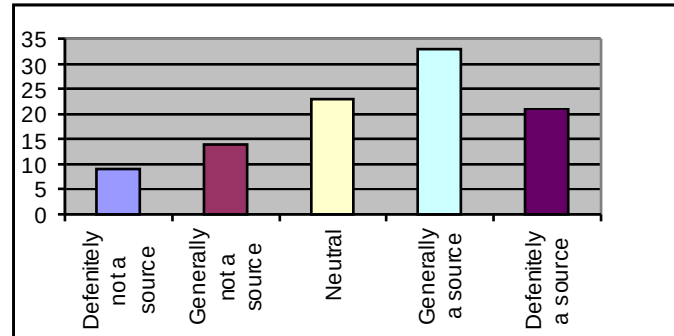
5.17 Having to work very long hours



- 11% of the employees feel that having to work very long hours is definitely not a source for stress.
- 20% of the employees feel that having to work very long hours is generally not a source for stress.
- 19% of the employees feel neutral about having to work very long hours as a source of stress.
- 35% of the employees feel that having to work very long hours is generally a source for stress.

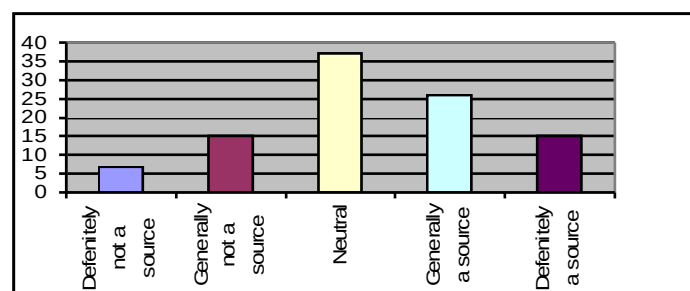
- 15% of the employees feel that having to work very long hours is definitely a source for stress.

5.18 Demands work makes on relationship with my spouse/ partner/ children



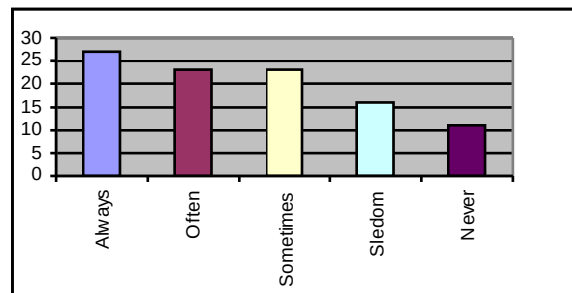
- 9% of the employees feel that demands their work makes on their relationship with spouse/partner/ children is definitely not a source for stress.
- 14% of the employees feel that demands their work makes on their relationship with spouse/partner/ children is generally not a source for stress.
- 23% of the employees feel neutral about the demands their work makes on their relationship with spouse/ partner/ children's as a source of stress.
- 33% of the employees feel that demands their work makes on their relationship with spouse/partner/ children is generally a source for stress.
- 21% of the employees feel that demands their work makes on their relationship with spouse/partner/ children is definitely a source for stress

5.19 Demands that work makes on private/ social life



- 7% of the employees feel that demands that work makes on their private/ social life is definitely not a source for stress.
- 15% of the employees feel that demands that work makes on their private/ social life is generally not a source for stress.
- 37% of the employees feel neutral about demands that work makes on their private/ social life as a source of stress.
- 26% of the employees feel that demands that work makes on their private/ social life is generally a source for stress.
- 15% of the employees feel that demands that work makes on their private/ social life is definitely a source for stress

5.20 Effective time management



27% of the employees feel that they always have effective time management

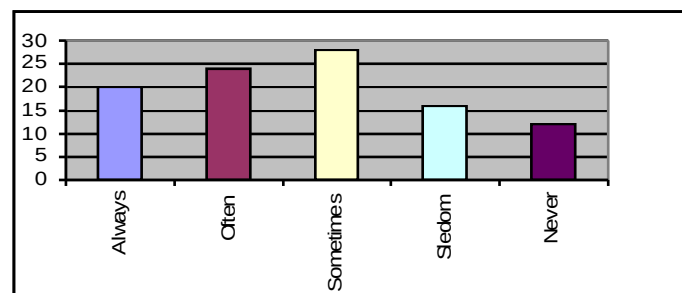
23% of the employees feel that they often have effective time management

23% of the employees feel that they sometimes have effective time management

16% of the employees feel that they seldom have effective time management

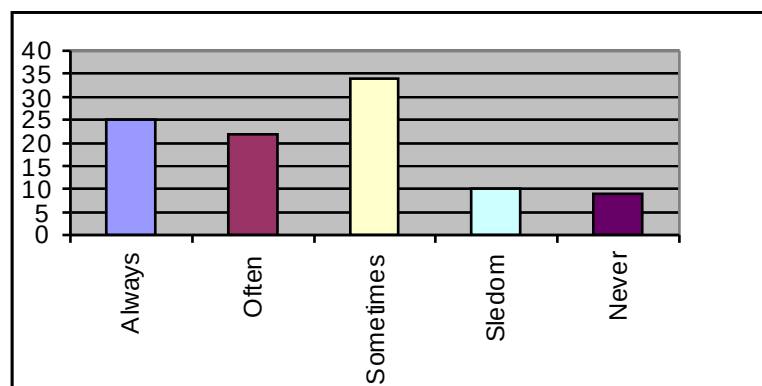
11% of the employees feel that they never have effective time management.

5.21 Deliberately separate work and home



- 20% of the employees feel that they deliberately separate work and home
- 24% of the employees feel that they often deliberately separate work and home
- 28% of the employees feel that they sometimes deliberately separate work and home
- 16% of the employees feel that they seldom deliberately separate work and home
- 12% of the employees feel that they never deliberately separate work and home

5.22 Set priorities and deal with problems accordingly



- 25% of the employees feel that they always set priorities and deal with problems accordingly
- 22% of the employees feel that they often set priorities and deal with problems accordingly

- 34% of the employees feel that they sometimes set priorities and deal with problems accordingly
- 10% of the employees feel that they seldom set priorities and deal with problems accordingly
- 9% of the employees feel that they never set priorities and deal with problems accordingly

5.23 CHI-SQUARE ANALYSIS - Having to work very long hours

- Null Hypothesis (Ho): Experience of work pressure due to having to work very long hours is independent of genders.
- Alternate Hypothesis (H1): Having to work very long hours is dependent on genders.

Calculated Chi-square Value

Male	6.37755102	2.7222222	3.85714286
Female	6.37755102	2.7222222	3.85714286

$$\text{Chi-Square Value} = 6.37755102 + 6.37755102 + 2.7222222 + 2.7222222 + 3.85714286 + 3.85714286$$

$$\text{Chi-Square} = 25.9138322, \text{ Degree of Freedom} = (r-1) (c-1) = 2$$

Therefore, the critical value = 5.99, from the table for the degree of freedom 2 and P= 0.05. Since the Chi-Square value is greater than the critical value, reject the null hypothesis. Hence we can conclude that, the impact of experience of work pressure due to working long hours in office is dependent on genders.

5.24 CHI-SQUARE ANALYSIS - Set Priorities and deal with problem accordingly

- Null Hypothesis (Ho): There is no significant association between the genders and setting of priorities as a coping strategy.
- Alternate Hypothesis (H1): There is significant association between the genders and setting of priorities as a coping strategy.

Calculated Chi-square value

Male	0.007	0.008
Female	0.004	0.005

$$\text{Chi-Square Value} = 0.007 + 0.004 + 0.008 + 0.005$$

$$\text{Chi-Square} = 0.024, \text{ Degree of Freedom} = (r-1) (c-1) = 1$$

Therefore, the critical value = 3.84, from the table for the degree of freedom 1 and P 0.05. Since the Chi-Square value is less than the critical value we accept the null hypothesis. Hence we can conclude that, there is no association between the genders and setting of priorities as a coping strategy.

5.25 CHI-SQUARE ANALYSIS - Effective Time Management

- Null Hypothesis (Ho): There is no significant association between the genders and effective time management as a coping strategy.

- Alternate Hypothesis (H1): There is significant association between the genders and effective time management as a coping strategy.

Calculated Chi-square Value

Male 0.07 0.06

Female 0.106 0.09

Chi-Square Value = $0.07 + 0.106 + 0.06 + 0.09$

Chi-Square = 0.326, Degree of Freedom = $(r-1)(c-1) = 1$

Therefore, the critical value = 3.84, from the table for the degree of freedom 1 and P 0.05. Since the Chi-Square value is less than the critical value, we accept the null hypothesis. Hence, we can conclude that, there is no association between the genders and effective time management as a coping strategy.

6. Summary of Findings

The survey shows that, around 45% of the employees are dissatisfied about the communication flow in the organization, the relationship among the people at work, the flexibility in their job and the level of salary. This survey indicates that about 50% of the employees effectively manage time to cope-up with stress and around 40% of the employees tend to seek support and advice from the other people at work when under stress. More than 40% of the employees prioritize their work as a coping strategy for reducing stress and also to overcome it. According to survey results employees experience work pressure. There are differences in the experience of work pressure across genders. However there is no difference in coping strategy adopted by both genders.

7. Conclusion

This Study aimed to examine the work pressure at workplace and understanding the coping strategies. Adopted suggestion is made of the ways in which the organization can take appropriate measures to improve the workplace to reduce their pressure. When the stress level at the workplace is high, the quality of work delivered by the employees is reduced. It is important for the employees to manage their work and time and organization must help them in the process. Exclusive training and counseling sessions for the employees should be arranged so as to effectively manage time and work to cope up with stress at the right time and provisions like flexible work time and work location can be provided to the employees to maintain their work life balance and help them to reduce work pressure.

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