

IMPACT OF STRESS ON WORK WITH RESPECT TO CONSTRUCTION INDUSTRY

Dr. P. K. Hemamalini
hemasarvan2017@gmail.com
9840017175

Assistant Professor, MEASI INSTITUTE OF MANAGEMENT
&

S. Sameera Fathima
MBA Student, MEASI INSTITUTE OF MANAGEMENT

ABSTRACT

The present research is made with respect to the construction industry in Chennai. The construction industry is the second largest industry of the country after agriculture. It makes a significant contribution to the national economy and provides employment to large number of people. The objective of the research is to study the stress levels of the employees in the industry, the stress levels associated with work and personal life, stress associated with work relationships and job satisfaction and the stress levels associated with work load. The study involved descriptive research design. The study involves convenience sampling design. The sample size taken for the study was 120 which were readable. The primary data was collected with the employees of construction industry in Chennai. There is significant difference between marital status and work life balance.

There is significant difference between age group and the employees customised individual needs towards work life balance. There is significant difference between gender and work time.

Key words : Stress, Work balance, Work load.

1. DEFINITION AND CONCEPT OF STRESS

The word **stress** is derived from the Latin word "stringi", which means, "to be drawn

tight". Stress is the body's reaction to a change that requires a physical, mental or emotional adjustment or response. Stress can come from any situation or thought that makes you feel frustrated, angry, nervous, or anxious. Stress can be defined as follows:-In medical terms stress is described as, "a physical or psychological stimulus that can produce mental tension or physiological reactions that may lead to illness. "When you are under stress, your adrenal gland releases corticosteroids, which are converted to cortisol in the blood stream. Cortisol has an immune suppressive effect in your body. According to Richard S Lazarus, stress is a feeling experienced when a person thinks that "the demands exceed the personal and social resources the individual is able to mobilise. The concept of stress and the stress management techniques are stereotypically aligned with modern lifestyle in the economically developed world. However it is possible to locate stressful factors and lay stress coping techniques in more archetypal social types, which may contribute to the deconstruction of stress as a disease of the modern civilisation.

2. SCOPE OF THE STUDY

This research helps to find out the stress levels of the employees in the construction industry. The study involves understanding of the factors which lead to stress and it's impact on the job satisfaction . The study also extends to understand the affects of stress on work relationship.

3. LITERATURE REVIEW

Dr. Ipseeta Satpathy, D.Litt & Bonita Mitra (2015)

The present paper is an attempt to understand the various factors which contributes for the stress in working environment. It a conceptual paper and for this purpose various secondary sources are included and also to some extent core group discussions conducted to validate the concept. The objective of the paper is to undertake the in depth study the effectiveness of stress management in work places. Through this paper we tried to conceptualize the stress in general.

M.G. Kashi Vidyapith, Varanasi (2014)

Stress is the reaction that people have to excessive pressure or other types of demand placed on them. It arises when they worry that they cannot cope. The pressures of working life can lead to stress if they are excessive or long-term. Examples of long term or chronic stress are the fear, frustration and anger that may be produced by an unhappy relationship with one's boss or with a difficult customer, and the unhappiness of an unsuitable job. Up to a certain point an increase in pressure will improve performance and the quality of life. However, if pressure becomes excessive it loses its beneficial effect and becomes harmful.

Behnaz Behdad (2012)

Over a century, the nature of working has been changed widely, and still these changes are in progress. Following these changes, number of illnesses has been increased, morality and human aspects are faded and new problems are occurred every day, so that we are facing job stress which called "illness

of the century". Stress management targets are one of the goals which have been recently developed in organizations. The organizations can prevent negative stress and its consequences by training managers and personnel effectively for better recognition and management of stress factors.

Janson anna , Linden magnus (2018)

We investigated the relationship between organizational factors and three dimensions of burnout in a sample of 53 Swedish public librarians. We also qualitatively identified specific library-related stressors based on the organizational factors investigated. The results showed that the organizational factors workload and community predicted higher levels of emotional exhaustion while the organizational factors community and values predicted higher levels of cynicism. Beyond that we also found that the most frequent stressors reported by the participants were overload of working tasks, technostress, patrons, management feedback problems and isolation. It is suggested that structural interventions to deal with burnout among librarians can be managed by both changing the work-organization and training the employees in stress-management strategies.

Shamil George Naoum , Carlos Herrero (2018)

It is axiomatic that construction is a fast-paced and competitive industry, which goes hand in hand with many construction professionals suffering from stress including construction project managers (C-PMs). The role of C-PMs is crucial to achieving project success as they are responsible for planning the project, organising human resources, controlling operations and the budget, and forecasting probable difficulties. The purpose

of this paper is to investigate the causal relationships between stressors, stresses, stress-coping behaviours and their impact on the performance of C-PMs.

Sallom , Al –jubori mohammed . k. Alazemi (2014)

Stress was defined as the challenges that excites and weaken the individual, these challenges, when removed, most people's lives will become easier. The methodology of this work was based on two types of collecting data methods; the qualitative and quantitative. Qualitative method was based on conducting a critical literature review and investigating case studies related to the main reasons of work stress. While the quantitative method was based on collecting and analyzing data obtained from distributing 450 questionnaires to the employees in a private construction company as a casestudy. The results of the data analysis showed that the stress's effect has many consequences on employee such as: low job involvement, a lack of interest for the organization, low performance (quality and quantity), a loss of creativity and responsibility, accident prone behavior as well as voluntary turnover.

Jolynn Carr (2011)

This paper aims to describes the causes of stress, how it is manifested in the workplace

6..DESCRIPTIVE STATISTICS

38.8% of respondents belong to the age group of 21-30. 46.5% of respondents are male and (46.5%) are female .46.5% of respondents are happy with the work life balance. 46.5% of respondents say that negative attitude of supervisor and co-workers hinder them at work place. 46.5% of respondents strongly agree with poor relationship among supervisors and co –workers. 46.5% of respondents are happy with the nature of

and strategies for reducing it. It Reveals that the main areas that influence the level of chronic stress felt in the workplace are perception of job demands, individual differences and social demands. Although stress management is often considered important by businesses, action is rarely taken until the damage has been done

4..OBJECTIVES OF THE STUDY

- To access the level of stress associated with work life balance in the construction industry.
- To study the influence of stress on work relationship and job satisfaction in the construction industry.
- To measure the stress levels with respect to work load in the construction industry.

5..RESEARCH METHODOLOGY

The study involved descriptive research design. The study involves convenience sampling design. The sample size taken for the study was 120 respodents. The primary data was collected with the employees of construction industry in Chennai. The variables for the study are work life balance, work relationship, job satisfaction and work load. The statistical tools used for the study are Chi-square test and one way Anova test.

job.38% of respondents leave the job if it is monotonous .

7.ANALYSIS AND INTERPRETATION

Chi- square test-1

NULLHYPOTHESIS :

There is no significant association between marital status and work life balance

ALTERNATE HYPOTHESIS:

There is significant association between

marital status and work life balance

Marital status * do you feel work life balance in the organisation should be customised to individual needs Cross tabulation

		do you feel work life balance in the organisation should be customised to individual needs				Total
		agree strongly	agree	neutra 1	strongly disagree	
Marital status	Married	20	30	10	10	70
	Unmarried	40	0	10	0	50
Total		60	30	20	10	120

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	44.571 ^a	3	.000
Likelihood Ratio	58.899	3	.000
Linear-by-Linear Association	16.096	1	.000
N of Valid Cases	120		

a. 1 cells (12.5%) have expected count less than 5. The minimum expected count is 4.17.

INFERENCE:

Hence the **p** value is less than 0.05 , the null hypothesis is rejected and alternate hypothesis is accepted, There is significant difference between marital status and work life balance.

Chi- square test-2

NULL HYPOTHESIS :

There is no significant association between age group and the employees customised individual needs towards work life balance.

ALTERNATE HYPOTHESIS:

There is significant association between the age group and the employees customised individual needs towards work life balance.

Age * do you feel work life balance in the organisation should be customised to individual needs

Crosstab

		do you feel work life balance in the organisation should be customised to individual needs				Total
		agree strongly	agree	neutral	strongly disagree	
age	21-30	30	10	10	0	50
	31-40	10	20	0	0	30
	above 40 years	20	0	10	10	40
Total		60	30	20	10	120

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	94.667 ^a	6	.000
Likelihood Ratio	109.519	6	.000
Linear-by-Linear Association	30.536	1	.000
N of Valid Cases	120		

a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is 2.50.

INFERENCE:

Hence the p value is less than 0.05 , the null hypothesis is rejected and alternate hypothesis is accepted, There is significant association between age and their customised individual needs towards work life balance.

ONE WAY ANNOVA

NULL HYPOTHESIS : There is no significant difference between the gender and work time.

ALTERNATIVE HYPOTHESIS; There is significant difference between the gender and work time.

ANOVA

my working time is flexible

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	20.833	1	20.833	19.156	.000
Within Groups	128.333	118	1.088		
Total	149.167	119			

P value < 0.05 .Reject Null Hypothesis

INFERENCE: Hence p value is less than 0.05, null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between the gender and the work time.

CONCLUSION AND SUGGESTIONS

Employees have to be consulted about scheduling and work rules. The work load could be suitable to employees abilities and resources, unrealistic deadlines could be avoided. Individual workers should be recognised with offers, rewards and incentives. Praise good work performance, both verbally and officially, and through various motivation schemes. Good relationship with colleagues and supervisors should be maintained.

BIBLIOGRAPHY

•

- Aldwin , Corolyn M. “stress coping and development –An integrative perspective , The Guilford Press .2007
- Alex , Ronney and Cooper , Cary “professionals on work stress “, John Wiley and Sons Ltd , 1997
- Ashwathappa , k. “Human resource and personnel development –Text and Cases “4th edition , Tata Mcgraw Hill , 2005
- Bolton , C Sharon . “Emotion Management in the workplace “Palgrave, Mc Millan New York , 2005
- Chrissie , Nick .”The complete guide to reducing stress “, Judy Piatkus Ltd , London .1997