

A STUDY ON THE EFFECTIVENESS OF STRESS MANAGEMENT ON MENTAL HEALTH ISSUES AT WORKPLACE

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ABSTRACT

Stress is an important aspect to be discussed in every organization which affects the work performance and productivity. In recent past stress has become a debatable topic and so many discussions are going around the world to handle it in right manner to avoid staff turnover. The researcher has considered very important variables and analyzed by factor analysis which is an important branch of multivariate statistics. Stress is key factor which affect the morale of a human being and this study of stress management helps the employees to learn to handle stress in healthy mode, diminish dangerous effects. This study helps the readers to carry out their activities in a relaxed manner which would contribute to their performance, productivity, endurance and job satisfaction. Findings and suggestions of this research study can be considered as common for other organizations and in general society can benefit accordingly.

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KEYWORDS: Stress, Influence, Variance, Management And Factors

INTRODUCTION

Stress is a feeling of emotional or physical tension and mostly arises only when the situations are difficult or unmanageable. Stress always reduces productivity, increase mistakes, accidents at work, encourage absenteeism, increases conflict and lower morale in the workplace. It is true that high level of stress automatically associated with low level of job satisfaction (Reddy, Srikanth V and Ramamurthy PV 2006). This study would help to manage such stress identified at the organizations to facilitate the individual to cope up with these problems. Stress and ill health are considered as the outcome of work with job dissatisfaction. This research study would facilitate to be effectiveness of organizational intervention to reduce or eliminate source of stress depending upon the stress phenomenon for the employees. The present working condition urges every organization to find the stress level of their own employees to resolve those issues to derive the best contribution from the employees.

SIGNIFICANCE AND SCOPE OF THE STUDY

THE recent work style of everyone around the globe has paved the way for majority of the health related issues. Stress can be seen at the workplace as tension, toughness, weakness, anxiety and fatigue. Studying stress and its management has become an important topic as the stress may lead to negative effects both mentally and physically. Stress has been recognized as one of the serious occupational threats that reduces work satisfaction and productivity of the employees.

It ultimately creates absence of their full fledged work activities at their workplace and also creates other organizational issues. This study would be an imperative to help the institution to think the factors creating stress and to analyze the hiatuses in the existing system to manage the stress.

NEED AND IMPORTANCE OF THE STUDY

The study of stress is inevitable since it is always triggers psychologically. Targeting lives, occurrence of nervousness on meeting the deadlines, the situations that is going to happen in the near future may actuate stress response. It is also believed in general that the stress arise due to work related factors which include lack of clarity of the work role (Gohm C L, Baumann M R and Sniezek J A 2003). It is important to identify the factors influencing the stress level of the employees in the organization which arises due to inadequate staffing, long work hours and target duty schedules. High level of stress develops a negative mind set and suffers from low self esteem. Stress is hard to avoid and it exist around everyone and it invades even the best one psychologically. It is also key to identify major factors that influence the stress and to avoid the danger sign of it. The only way out is to find stress level and try to manage stress strategies to become stress fit.

STATEMENT OF THE PROBLEM

Stress is unavoidable consequence of human living and it is a condition of strain that has a direct effect

on emotions. Stress is out of the interaction of people which force them to deviate from their normal functioning (Thoms K W, Tymon W G1995). Responsible role in the office and their level of work always creates severe stress among workers and managers. If the employees are unable to cope up with the increased responsibilities it may lead to several physical and psychological disorders around them. The importance of stress management is a vital part in the present working scenario to have smooth working environment. Stress management would definitely help to overcome the problems identified in the working environment. Many research studies revealed that the stress would lead to make incorrect decisions and rationalize poor decision in general. The study also suggested the combination of physiological arousal and explanatory cognition which would result in positive manner.

RESEARCH METHODOLOGY

The present study had adopted analytical methodology. As the study is based on stress issues and its management, the measurement of stress with respect to personal factors, financial stress factors, health stress factors and work culture factor have been analyzed from the responses from the faculties of the Salalah College of Technology, Sultanate of Oman. The study has adopted the well known branch of multivariate techniques using SPSS 17 package, in order to get interpretable solutions clearly. The application of each factor composed of numerous variables in the form of statistics in Likert's five point scale. The respondent's opinion on their variable need to be reduced through factorial designs. The factorial designs are obtained as an outcome of performing multivariate statistical tools to factorial analysis with Kaiser-Meyer-Olkinand Bartlett's Test. The mechanism of factor analysis is aimed at the data reduction process to obtain crucial factors which would explain the characteristic features of elementary variables (Hair J F, Anderson R, Tatham R L and Black W C (1998)

LIMITATIONS OF THE STUDY

The study of effectiveness of stress management on the mental health of the employees has been restricted to the employees of Salalah College of Technology, Sultanate of Oman. The study has been carried out with a factor analysis which is an important statistical tool to find the important stress factors influencing the employees. The findings of this research study absolutely grounded on the outlooks and opinion of the employees working in Salalah College of Technology.

REVIEW OF LITERATURE

(Vaughan J A, Higgins E A and Funkhouser G E 1968) found that psychosocial stressors are considered to be the major catalysist in the development or progression of hypertension and

associated illness such as gastro intentional problems, skin disorders, headaches, insomnia, coronary artery disease and other potentially life threatening diseases. The author suggested to follow the emotional and behavioural elements in combination which helps to reduce the stress level of the employees. (Selye H 1974)opined that stress as a psychological and physical reaction to prolong internal and environmental conditions in which an individual's adaptive capabilities are overextended. The amount of stress that produced by a given situation is dependent upon one's perception of the situation, but not the actual nature of the situation itself.

According to (Mitchell J T (2004) eustress is a term commonly applied to more positive responses whereas the term distress appropriately describes the negative aspects. Therefore the stress should be viewed as a continuum along with which an individual may pass from feeling of eustress to those of moderate distress, to those of severe distress. It is concluded that the severe and prolonged distress would leads to symptoms of emotional burnout and series physiological disturbance. (Sankar S, Padmavathi R, Rajan P, Ayyappan R, Arnold J, Balakrishnan K 2002) have the opinion that, the responsibility load creates severe stress among workers and managers. If the individual manager cannot cope with the increased responsibilities it may lead to several physical and psychological disorders among them.

(Fairbrother K and Warn J, 2003) identified stress as the internal and external condition of the work environment which threatens to exceed person's capabilities and resources. The study concluded that the stress level increases with respect to the difference in targets and actuals in the organizational environment.(Edwards D and Burnard P 2003) points out by bridging the gab between the conscious and normally unconscious activities of the body. The study suggested that everyone can develop new understanding and increasing sense of control over their internal states.

DATA ANALYSIS-FACTOR ANALYSIS

Factors of Personal Stress of Employees of Salalah College of Technology

Table No.1 (a): KMO and Bartlett's Test on the Personal Stress Factors

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.602
Bartlett's Test of Sphericity	506.472 10 .000

Source: Computed Data

From the above table it is found that KMO measures of sampling adequacy is .602 chi-square value for Bartlett's test of sphericity is 506.472 and satisfying significant at 5% level. This shows that the sample size is adequate in explaining the variables of personal stress factors. The normal distribution formed through the samples possesses acceptable mean values and standard deviation to reduce the number of variables into predominant factors. Each variable and its variances are expressed in the following communality table. The variance range from .577 to.987 regulating for the 5 variables of personal stress factors and it is found that the variances are enormously found.

Table No1 (b): Communalities on the Personal stress factors

Variables	Initial	Extraction
Work too many hours	1.000	.880
Work Hard on vacation	1.000	.577
Have little time for you	1.000	.987
Have little time for your family	1.000	.917
Have little time for your friends	1.000	.935

Extraction Method: Principal Component Analysis.
 Source: Computed Data

This shows that the respondents of Salalah College of Technology express very high range of opinion that they have little time for themselves and have little time for their friends. The respondents had also strong opinion that they have very little time for their family. The data reduced and their individual variances are presented in the following table.

Table No.1 (c): Total Variance Explained on the Personal Stress Factors

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.802	56.041	56.041	2.016	40.317	40.317
2	.859	17.174	73.215	1.166	23.327	63.645
3	.635	12.705	85.920	1.114	22.276	85.920
4	.592	11.832	97.753			
5	.112	2.247	100.000			

Extraction Method: Principal Component Analysis.
 Source: Computed Data

From the above table it is found that the three major factors are substituted out of five variables with total variance 85.920. The factors individually possess the variance 40.317%, 23.327% and 22.276% respectively. Since the total variance is above 50%, it can be noted that the data reduced from five variables to 3 factors is systematic and critical in explaining the typical elements of personal stress factors. The grouping of variables and the variable loading are presented in the following tables.

3rd factor loaded with little time for your friends (.949) the third factor is called as "Miniature Associate Time".

Factors of Financial Stress of Employees of Salalah College of Technology

Table No.2 (a): KMO and Bartlett's Test on Financial Stress Factors

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.587
Bartlett's Test of Sphericity	84.417
	6
	.000

Source: Computed Data

Table No1 (d): Rotated Component Matrix (a) on the Personal Stress Factors

Variables	Component		
	1	2	3
Work too many hours	.920		
Have little time for your family	.836		
Work Hard on vacation	.625		
Have little time for you		.945	
Have little time for your friends			.949

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization. A Rotation converged in 5 iterations.
 Source: Computed Data

From the above table it is found that the 1st factor consists of 3 variables viz., Work too many hours (.920), little time for family (.836) and Work Hard on Vacation (.625). Therefore the first factor is called as "Cosmic work environment". The 2nd factor comprises of little time for you (.945) the second factor is known as "Diminutive personal time". The

From the above table it is found that KMO measures of sampling adequacy is .587 chi-square value for Bartlett's test of sphericity is 84.417 and satisfying significant at 5% level. This shows that the sample size is adequate in explaining the variable of Financial Stress Factors. The normal distributions formed through the samples possess acceptable mean values and standard deviation to reduce the number of variables into predominant factors. Each variable and its variances are expressed in the following communality table. The variance range from .688 to .963 regulating for the four variables of financial stress factors and it is found that the variances are enormously found.

Table No.2 (b): Communalities on the Financial stress factors

Variables	Initial	Extraction
Feel pressure to make money	1.000	.959
Need money for basic needs	1.000	.688
Make money for sign of success	1.000	.858
Need money to feel secure	1.000	.963

Extraction Method: Principal Component Analysis.
 Source: Computed Data

Table No.2 (c): Total Variance Explained on the Financial Stress Factors

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.717	42.916	42.916	1.314	32.839	32.839
2	1.011	25.275	68.191	1.095	27.369	60.209
3	.741	18.515	86.706	1.060	26.497	86.706
4	.532	13.294	100.000			

Extraction Method: Principal Component Analysis.
 Source: Computed Data

From the above table it is found that the three major factors are substituted out of four variables with total variance 86.706. The factors individually possess the variance 32.839, 27.369 and 26.497 respectively. Since the total variance is above 50%, it can be noted that the data reduced from four variables to 3 factors is systematic and critical in explaining the typical elements of financial stress factors. The grouping of variables and the variable loading are presented in the following tables.

Table No.2 (d): Rotated Component Matrix(a) on Financial Stress Factors

Variables	Component		
	1	2	3
Make money for sign of success	.922		
Need money for basic needs	.671		
Feel pressure to make money		.969	
Need money to feel secure			.978

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization. A Rotation converged in 3 iterations.
 Source: Computed Data

From the above table it is found that the 1st factor consist of 2 variables viz., Make money for sign of success (.922) and Need money for basic needs (.671). Therefore the first factor is called as

"Economical Requisition". The 2nd factor comprises of feel pressure to make money (.969), the second factor is known as "Monetary Strain". The 3rd factor consists of need money to feel secure (.978), the third factor is known as "Financial Shelter".

This shows that the respondents of the Salalah College of Technology express very large range of opinions as they need money to feel secure in their life and they also feel pressure to make the money through employment. They also high opinion on the making money for the sign of success. The data reduced and their individual variances are presented in the following table.

Factors of Health Stress of Employees of Salalah College of Technology

Table No.3 (a) : KMO and Bartlett's Test on Health Stress Factors

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.760
Bartlett's Test of Sphericity	435.211
	10
	.000

Source: Computed Data

From the above table it is found that KMO measures of sampling adequacy is .760 chi-square value for Bartlett's test of sphericity is 435.211 and satisfying significant at 5% level. This shows that the sample size is adequate in explaining the variable of Health Stress Factors. The normal distributions formed through the samples possess acceptable mean values and standard deviation to reduce the number of variables into predominant factors. Each variable and its variances are expressed in the following communality table. The variance range from .747 to .991 regulating for the 5 variables of Health Stress factors and it is found that the variances are enormously found.

Table No.3 (b): Communalities on the Health Stress Factors

Variables	Initial	Extraction
Worried about present health	1.000	.853
No healthy life style	1.000	.893
Worried about future health	1.000	.991
Worried about your childcare	1.000	.747
Worried about children school performance	1.000	.840

Extraction Method: Principal Component Analysis.
 Source: Computed Data

It shows that the respondents of the Salalah College of Technology express very large range of opinions as they worried about future health in the sultanate of Oman and there is no healthy life style in this region. They also have high opinion on the worries of the present health as the medical facilities are not up to the mark. The data reduced and their individual variances are presented in the following table.

Table No.3 (c): Total Variance Explained on the Health Stress Factors

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.882	57.631	57.631	1.806	36.122	36.122
2	.882	17.644	75.275	1.466	29.326	65.447
3	.560	11.194	86.468	1.051	21.021	86.468
4	.464	9.289	95.757			
5	.212	4.243	100.000			

Extraction Method: Principal Component Analysis.
 Source: Computed Data

From the above table it is found that the three major factors are substituted out of five variables with total variance 86.468. The factors individually possess the variance 36.122, 29.326 and 21.021 respectively. Since the total variance is above 50%, it can be noted that the data reduced from five variables to 3 factors is systematic and critical in explaining the typical elements of Health stress factors. The grouping of variables and the variable loading are presented in the following tables.

Table No.3 (d): Rotated Component Matrix(a) on Health Stress Factors

Variables	Component		
	1	2	3
Worried about present health	.904		
Worried about children school performance	.796		
No healthy life style		.915	
Worried about your childcare		.629	
Worried about future health			.984

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization. A Rotation converged in 3 iterations.
 Source: Computed Data

From the above table it is found that the 1st factor consists of 2 variables viz., worried about present health (.904) and worried about children school performance (.796). Therefore the first factor is called as "**Present Agonies**". The 2nd factor comprises of no healthy life style (.915) and worried about your childcare (.629) the second factor is known as "**Vacillate Healthiness**". The 3rd factor

consists of worries about future health care of the respondents (.984), the third factor is known as "**Proposed Robustness**".

Factors of Work Culture of Employees of Salalah College of Technology

Table No.4 (a): KMO and Bartlett's Test on the Factors of Work Culture

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.731
Bartlett's Test of Sphericity	933.622
	15
	.000

Source: Computed Data

From the above table it is found that KMO measures of sampling adequacy is .731 chi-square value for Bartlett's test of sphericity is 933.622 and satisfying significant at 5% level. This shows that the sample size is adequate in explaining the variable on the factors of Work Culture. The normal distributions formed through the samples possess acceptable mean values and standard deviation to reduce the number of variables into predominant factors. Each variable and its variances are expressed in the following communality table. The variance range from .846 to .929 regulating for the 6 variables of the factors of work culture and it is found that the variances are enormously found.

Table No.4 (b): Communalities on the factors of work culture

Variables	Initial	Extraction
Have too much work	1.000	.885
Trust your superiors	1.000	.929
You have too much paper work	1.000	.921
You have well defined objectives	1.000	.907
Feel pressure on students doubts	1.000	.846
Your work is boring and repetitive	1.000	.923

Extraction Method: Principal Component Analysis.
 Source: Computed Data

This shows that the respondents of the Salalah College of Technology express very large range of opinions as they trust their respective superiors and most of them are feeling that their work is boring and repetitive. They also have high opinion on the too much paper work at the office and they were well defined objectives in the organization. The data reduced and their individual variances are presented in the following table.

Table No.4 (c): Total Variance Explained on the factors of work culture

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.218	53.629	53.629	2.024	33.739	33.739
2	1.755	29.249	82.878	1.768	29.471	63.210
3	.439	7.311	90.189	1.619	26.979	90.189
4	.311	5.186	95.375			
5	.153	2.552	97.927			
6	.124	2.073	100.000			

Extraction Method: Principal Component Analysis.
 Source: Computed Data

From the above table it is found that the three major factors are substituted out of six variables with total variance 90.189. The factors individually possess the variance 33.739, 29.471 and 26.979 respectively. Since the total variance is above 50%, it can be noted that the data reduced from six variables to 3 factors is systematic and critical in explaining the typical elements on the factors of work culture. The grouping of variables and the variable loading are presented in the following tables.

Table No.4 (d): Rotated Component Matrix(a) on the factors of Work culture

Variables	Component		
	1	2	3
You have well defined objectives	.930		
Feel pressure on students doubts	.718		
Have too much work	.678		
Trust your superiors		.942	
You have too much paper work		.900	
Your work is boring and repetitive			.907

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization. A Rotation converged in 3 iterations.
 Source: Computed Data

From the above table it is found that the 1st factor consists of 3 variables viz., you have well defined objectives (.930), feel pressure on students doubts (.718) and have too much work (.678). Therefore the

first factor is called as "Complicated Exertion". The 2nd factor comprises of trust your superiors (.942) and you have too much paper work (.900) the second factor is known as "Confidential environment". The 3rd factor consists of your work is boring and repetitive (.907), the third factor is known as "Repetitive Occupation".

FINDINGS AND SUGGESTIONS

The analysis divulged the factors of too many work hours and too much little time for family have been arrived as comic work environment. It is also found

that little time for employees has emerged as diminutive personal time and also seen that little time for the friends circle has termed as miniature associate time. The analysis revealed the factors of making money as expatriates requires money for the sign of success on this study has been emerged in the form of economic requisition due to the need for basic needs of the life. It is also derived as monetary strain with the pressure to make money and it is also found that the need for money to feel secure has been arrived as financial shelter under the study.

It is observed from the study worries about personal health, children school performance and worries about children school performance have emerged as present agonies. It is seen that the problems of life style and problems of childcare has derived as vacillate healthiness. It is also found that worried about future health care of the employees resulted as proposed robustness. It is found from the study that pressure on students doubts and too much work at workplace has conceived as complicated exertion. It is also seen that trust shown by superiors and too much paper work has emerged as confidential environment. It is derived that boring and repetitive work of the employees at workplace have named as repetitive occupation.

It is suggested from the study that identifying the employees stress and its management is inevitable in the present working condition. Everyone in the globe is facing tuff time to find their own stress and to relieve from that to have smooth and calm working life at the workplace and family environment as well. The workplace should create an environment so as to give certain relax to the employees for their family and friends to carry out their duties to their best of their satisfaction and the satisfaction of the employer. It is found that most of the employees feel stress at workplace as everyone has urge in making money for their basic needs and self-security.

It is the responsibility of the employer to conduct counseling programs to overcome stress related problems to have smooth working environment It is also the accountability of the employer to give confidence for each employee for their security, health related issues and child care. It is also

suggested to have research and development programs in the campus for the development of the professionals and students for the betterment of the society. Staff should be encouraged to carry out innovative and experimental projects which would subsequently makes their life professionally and also helps to improve the student community in general. This research study would definitely help the institution to overcome the problems relating to stress and have very good and smooth working relations across the educational institution.

CONCLUSION

In general stress refers to pressure on individuals that perceived excessive or intolerable psychological and physiological changes in response to those pressures. A bit of these is part of normal life and it is not necessarily always bad, sometimes joyful events such a marriage, a birth, a new job can be successful that makes changes in human life. The most common source of organizational stress will be job itself and these affect the quality of work life, Human organism is constantly being bombarded by stimuli of all sorts from the external environment in the form of changing circumstances. Stress is major threat to employee's wellbeing and performance which is inescapable aspect of modern working life. This study would help to handle the issues of stress of employees effectively and efficiently in order to have peaceful working culture at the place of work. This study has been undertaken into account to find various issues relating to occupational stress and resolve the problems identified around the employees in the organization.

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