



RELATIONSHIP BETWEEN STRESS MANAGEMENT TECHNIQUES AND QUALITY OF WORK LIFE

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Abstract:- The present study aimed to find out the relationship between stress management techniques and quality of work life in plantation labour. 200 samples were selected randomly in Nilgiris district. Statistical test (correlation) was used to test the hypothesis. Result were found that there is a significant relationship between stress management techniques and quality of work life.

Keywords: Stress Management Techniques , quality of work life , Statistical test .

INTRODUCTION

Tea plantation provides labour to more than a million workers who comprise immigrant workers and their descendents. For example, the workers in the tea gardens of Tamil Nadu are not original residents of the region but are migrants from Karnataka and other nearby states. The labourers of Assam and West Bengal are people who migrated from Central India and Nepal. These workers have over the years settled down in the gardens and now have little or no contact with their place of origin. India is one of the leading producer of tea in the world. The country produces both 'CTC' ("Cut, tear & Curl") and 'Orthodox' types of tea. The most commonly tea consumed in India is CTC. About 27 per cent of the world's tea is produced in India. India is also the world's largest consumer of tea. About 22 per cent of the world's consumption is in India. Tea production is both land as well as labour intensive activity.

Tea Plantations are predominantly located in hills and interior areas of North-Eastern and Southern states of India. Assam, West Bengal, Tamil Nadu and Kerala are the major tea producing states. Karnataka, Tripura, Himachal Pradesh, Uttarakhand, Arunachal Pradesh, Manipur, Sikkim, Nagaland, Meghalaya, Mizoram, Bihar and Orissa are the other states where tea is also grown but to a small extent. Tea is grown from the plains to an elevation of nearly 2500 meters, spread over different climatic zones, which enables India to produce different types of tea.

STRESS MANAGEMENT TECHNIQUES

One of the key skills you need to manage diabetes well is to learn to manage your reaction to the stresses of your life. Everyone has stress, and learning to manage your stress can help you manage your diabetes and stay healthy. Because managing stress is such a big topic, I am planning to cover it over several columns. This month, I'll cover some introductory concepts. Over the next several columns, I'll cover some of the useful stress management tools and techniques that I have seen as especially helpful for people who have diabetes or other chronic diseases.

Definition:

Hans Selye was one of the founding fathers of stress research. His view in 1956 was that "stress is not necessarily" something bad it all depends on how you take it. The stress exhilarating creative successful work is beneficial while that of failure, humiliation or infection is detrimental. "Stress believed that the biochemical effects stress would be experienced irrespective of whether the situation was positive or negative.

QUALITY OF WORK LIFE:

The quality of work life has assumed increasingly interest and importance in all the countries of the world. It is very significant in the context to work, motivation and job performance. It is also means to facilitate the gratification of human needs and good achievement, work life naturally means the life of workers, physical and intellectual, in their work environment in office or factory or field – working, what is expected of the worker? What are the conditions of the work place? What is the compensation that the worker gets? What are the incentives offered to him? How about his contentment with the work environment and the compensation? There are the questions to be tackled by the researcher in any study of work life. Quality of Work Life is referred to as humanizing the working life and emphasizing the human factor. It mostly refers to favorableness' or unfavorablenesss of a job environment for the people involved in it. The basic objective is to develop jobs that are excellent for people as well as for production.

DEFINITIONS OF QUALITY OF WORK LIFE

The term “Quality of Work Life” has different connotation to different persons. And also Robbins (1989) defines Quality of Work Life as “a process by which an organization responds to employee needs by developing mechanisms to allow them to share fully in making the decisions that design their lives at work.

STUDIES RELATED TO THE TOPIC

Balakoteswari. V (2009) made a study on Stress and Coping Resources in Employees. This study is an attempt to find out the various sources of stress and coping resources in Employees. The sources of stress included Interpersonal factors, Personal Competency factors, Cognitive factors, Environmental factors and Vocational factors and the coping resources in the study were Cognitive resources, Social resources, Emotional resources, Spiritual/Philosophical resources and Physical resources. The sample of the study consisted of Employees working in different organizations. The data was collected by using Daily Stress Inventory Constructed by Brantley and Jones and Coping Resource inventory Constructed by Hammer and Marting. The results were analyzed by using appropriate statistical technique. The results indicate the effect of age and experience in Coping resources used and does not show any effect of age experience on sources of stress. Implications were suggested in the light of the results.

Normala and Daud (2010) in their study “Investigating the Relationship between Quality of Work life and Organizational Commitment Amongst Employees in Malaysian Firms” say that the quality of work life of employees is an important consideration for employers interested in improving employee’s job satisfaction and commitment.

Hosseini and Jorjatki (2010) concluded that the career satisfaction, career achievement and career balance are not only the significant variables to achieve good quality of work life but quality of work life or the quality of work system as one of the most interesting methods creating motivation and is a major way to have job enrichment. Which has its roots in staff and managers’ attitude to motivation category that is more attention to fair pay, growth opportunities and continuing promotion improves staffs’ performance which in turn increase Quality of Work life of social insurance employees in Tehran.

Uma Devi (2013) Stress has become significant due to dynamic social factor and changing needs of life styles. Stress is man’s adaptive reaction to an outward situation which would lead to physical, mental and behavioral changes. Even though stress kills brain cells, not all stresses are destructive in nature. Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations. The study throws light on the wide spread silent problem by name Stress’, which gave raise to acute dysfunctions and are called many diseases, increase divorce rates, and other harassments. The work stress is found in all professions. IT professionals are very street because they are highly target driven and highly pressured on results. Athletes experience the strength that comes from stress right before they play a big game or enter a big competition. Because of stress, they suddenly receive the strength that is required to perform to the best of the ability. Stress can make a person productive and constructive, when it is identified and well managed. The focus of the paper is to study the stress level among IT employees and to suggest the coping strategies. A survey of 200 IT employees in the IT companies situated in and around Hyderabad is done. Some of the stress coping strategies identified by this study includes stress management programs, physical activities planned in job design, life style modification programs, finding triggers and stressors, supportive organization culture, stress counseling programs, and spiritual programs.

METHODOLOGY

OBJECTIVES

1.To prove the impact of stress management techniques and other related variables on Quality of work life of

Plantation labour.

2.To find out the different stress management techniques followed by the plantation labour.

HYPOTHESIS

- There is no significant relationship among the variables quality of work life and stress management techniques.
- There is no significant influence among the variables uality of work life and stress management techniques.

Need for the Study:

In current scenario every Plantation labour wants more output in comparison of less output, it can be possible when working in a company. Plantation labour should find its working place comfortable as per the job requirements.

Also the quality of work life movement which draws attention of workers need for meaningful and satisfying work for participating in decisions that may affect their work situation.

Further in any business there are many number of problems affecting the work of the Plantation labour, it plays a vital role among Plantation labour in executing their work properly.

Data Collection

Primary data were collected by conducting direct interview using questionnaire. All the respondents were asked the same questions in the same fashion and they were informed the purpose of study.

Sampling Area:

The following area from Tamilnadu were selected for samples selection.

- Ooty
- Manjur
- Kotagiri
- Gudalur

Sampling Plan

Sampling plan is to be decided about the sampling unit, sample size, sampling Method.

Sampling Method

For this study the samples were drawn using random sample method.

Sample Size

Sample size of the study that is selected from the sampling unit. Total estimated sample size is 200.

Statistical Tools Applied

The following tools and techniques have been used for the analysis of the data.

- i.Regression
- ii.Correlation

RESULT AND DICUSSION

Table : 1
Regression analysis among the selected variables

Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
				R Square Change	F Change	df1	df2	Sig. F Change
.794	.630	.622	2.60	.630	82.901	4	195	.000

a Predictors: (Constant),

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Regression	2242.118	4	560.529	82.901	.000
Residual	1318.477	195	6.761		
Total	3560.595	199			

a Predictors: (Constant),

b Dependent Variable: Quality of work life

Coefficients

	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
	B		Beta		
Stress management	-.364	.192	-.086	-1.990	.050

a Dependent Variable : Quality of work life

Based on the above regression analysis it is proved that there is a significant influence among the variables. The calculated R-square value is 0.630 shows that these variables are significantly influenced each other at 63 %. Further the co-efficient result reveals that the significant with QWL. $P < 0.05$. Therefore the alternate hypothesis is accepted.

Table: 2
Correlation among the variables

Variables	Quality of work life	Stress management techniques
Quality of work life	1.000**	.698**
Stress management techniques	.698**	1.000**

** Correlation is significant at the 0.01 level (2-tailed).

The above result shows the correlation among the variables. Result proves there is a significant and positive relationship among the variables stress management techniques, and Quality of Work Life. Since the obtained value is positive and it is significant at 0.01 level. Therefore result concluded that there is a significant and positive relationship among the variables stress management techniques and Quality of Work Life.

FINDINGS

Further the co-efficient result reveals that the stress management technique are significant with Quality of Work Life.

Therefore result concluded that there is a significant and positive relationship among the variables stress management techniques and Quality of Work Life.

CONCLUSION

The present study made an attempt to know the quality of work life and stress management techniques among the tea plantation workers in Nilgiris District in Tamilnadu. 200 samples were selected randomly. Standard psychological tools were used to collect the data. Statistical tools such as correlation and simple regression were used to analyze the data. Also the Correlation result proves that there is a significant relationship among the variables.

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