

EMPLOYEES' STRESS MANAGEMENT OF THE PRIVATE LORRY TRANSPORT SERVICES IN MAYILADUTHURAI

Dr. M. Rajarajan

Associate Professor, Department of Commerce, Annamalai University, Annamalai Nagar, 608 002.

B. Manikandan

PhD., Researcher Scholar, Department of Commerce, Annamalai University, Annamalai Nagar, 608 002. Gmail: mk1995437@gmail.com,

Abstract:

Aim: the paper aims to explore the extensive literature on level of stress management in private Lorry transport in study area. **Sampling:** The researcher is choosing a random model the researcher. **Analysis:** This study analyses the various dimensions of the employees' stress management with private Lorry transport in Mayiladudhurai. **Finding:** It highlights the there is a noteworthy means significant variance occurs among nature travel of the employees and their opinion with regards to the level of stress management. **Summary:** The present study is an attempt to study the level of stress among the employees in private lorry transport services in Mayiladudhurai. The suggestions of the present study are to minimize the problem of stress and improve the overall efficiency of employees in the work spot.

Keywords: Employees stress, Private lorry transport service, Work-life balance

INTRODUCTION

Work is a dominant element with core importance for status and development of the economy and the individual worker. Many people spend half of their lives in work-related activities. No other activity demands consistent physical, emotional and cognitive stress as work stress. Working in organizations gives individuals life-sustaining income but also exerts pressure on them. This can have negative consequences for achieving the goals of the organization and meeting the needs of the individuals. If the work environment is a source of social and psychological stress, it can have harmful effects on the well-being of the employees. Stress is frequently a disabling human phenomenon. Stress at work has detrimental effect on the behavior of the people, which results in personal and organizational inefficiency. Job stress can be described as a condition where job related factors interact with the worker to change her psychological and physiological conditions, so that the person's mind and/or body is forced to deviate from its normal way of functioning. The phenomenon of stress is highly individualistic in nature. Each individual under her optimum level of stress will perform to full capacity. If the individual experiences the stress below the optimum level, then she gets bored. Motivational level to work reaches a low point and apathy sets in, and the individual withdraws from the work psychologically and physiologically. While too little stress in an individual's life is stunting, too much stress can be damaging. It is apparent that

the health consequences of stress can be numerous, when health is taken in its broader meaning as ‘complete physical mental and social well-being and not merely the absence of disease. Challenge, stress and strain have thus passed on the workforce at large. Employees now have to face and cope with poor working conditions, increased time pressure and long working hours due to narrowing deadlines and increased work load, at the same time being aware that jobs are no longer stable and the work is becoming precarious. While stress at work will remain the major challenge to occupational health, the ability to understand and manage the challenge is improving. Since last two decades a number of empirical research studies on organizational stress have been conducted to find the casual factors, consequences and coping techniques. Social support is one of the major coping methods in work place today. The moderating effect of social support on job stress-well-being outcomes has been identified by many researchers

NEED FOR THE STUDY

This research work is used to find out the overall employee’s private Lorry transport working environments and stress management by the employees toward various factor like the interpersonal, wage and salary, safety, labour welfare measures, training, and motivation of an employees. This study helps to identify the private transport Lorry employee stress management.

STRESS MANAGEMENT AND WORK-LIFE BALANCE

Moscow believes it’s important to focus on why you started your business in the first place. “It’s the hardest job in the world,” she said. “But if you’re in your own business, you’ll feel you have control over how you’re going to do it, and that’s the biggest factor in reducing stress.”Stress management is good for you and your private Lorry. Without leadership modelling proper stress management and work-life balance, your staff may take more sick days and be less productive. According to the Wellness Council, effective stress management produces higher employee morale, fewer sick days, less employee turnover, and positive company culture. Employee empowerment at work can lower stress while boosting drive and development. Employers are now looking for ways to increase employee authority while also boosting morale, productivity, and health as a result of many significant results.

Risks of Workplace Stress

Stress has an impact on more than your mental and emotional well-being. Job stress promotes weight gain and may result in other health problems. Stress can have mental health repercussions in addition to physical ones, especially in women. Women may be more susceptible to depression and other mental diseases than males, according to a study that was published in the Journal of Psychiatry & Neuroscience. That is just a small sample of what stress can do to a person. The following are some additional risks associated with job stress.

- **Anxiety:** There is a lot of unpredictability involved in owning and operating a business. In business, the dread of the unknown, whether related to finances or managerial concerns, can amplify anxiety and add to the stress.
- **Isolation:** As they create their brand and deal with paperwork, clients, and other organisational responsibilities, business owners often work alone. Even when surrounded by co-workers, it's simple to become engrossed in your to-do list and distance yourself from others, which might make you feel unnoticed.
- **Fear:** Each owner of a firm has strengths and limitations. They may put themselves through excessive work in order to gain new information or abilities, avoid failing, or to make up for their lack of confidence in others. This kind of fear can alter the dynamics and productivity of an entire team.
- **Burnout:** It's admirable to be committed to and work hard at something. Burnout, on the other hand, can result from working too hard. This might be the result of attempting to do everything at once, working too many hours, or taking on too many duties by yourself.

STATEMENT OF THE PROBLEM

The Transport Industry has secured a prominent place in providing a better service covering the essential commodities like wheat, rice, sugar, kerosene, edible oil, cloth and so on. When rendering these services, the owners of the heavy vehicles face so many problems. The job stress is a phenomenon that goes far beyond this. Job stress is a chronic disease caused by condition in the workplace that negatively affect an individual's performance and overall well-being of her body and mind. One or more of a host of physical and mental illness manifests job stress. Symptoms of stress take a long time to erupt Hence occupational stress situations and their perceived impact on employees is taken up for the present study. The researcher has made an attempt to study the stress management among the private lorry transport services employees in Mayiladudhurai.

OBJECTIVE OF THE STUDY

The issues raised in the statement of the problem, the following objectives are framed as under:

1. To study the level of stress management of the sample respondents in private lorry transport services in Mayiladudhurai.
2. To offer suitable suggestions on the basis of the findings of the present study.

HYPOTHESIS OF THE STUDY

The following are null hypotheses framed in the present study.

H₀1: There is a no significant difference between demographic variables and level of stress management.

RESEARCH METHODOLOGY

This Section exhibits the methodology which includes the collection of data, construction of structured questionnaire, sampling design, fieldwork and the framework of analysis.

SAMPLING DESIGN

The researcher visited the respective office premises of the private lorry transport in Mayiladudhurai. The only alternative available for the researcher was to meet the respondents when they come out of the office. With hard difficulty the researcher could persuade 487 employees from different private lorry transport to get the required information within the scheduled time frame. With a view to analyzing the level of stress among private lorry transport employees were selected as sample respondents. Adequate cares has been taken to include the various types of employees working in the private lorry transport as samples. The personal profile of the respondents shows that the universe of study is represented by various backgrounds relating to age, cadre of the employees, experience employees. A pilot study was conducted with the help of the questionnaire to test its contents and modifications were made on the basis of the study. The researcher has collected primary data on the basis of the following ways:

TABLE 1
Selection of Sample Respondents

S. No	Cadre of the Employees	Total Employees	Selection of Sample (10%)
1.	Driver	2,820	282
2.	Cleaner	1,250	125
3.	Mechanic Staff	800	80
	Total	4,870	487

Source: Computed from primary data

COLLECTION OF DATA

The present study is mainly based on both primary data and secondary data. Personal interview method is used to collect the primary data with the help of questionnaire. The secondary data have been collected from standard books, journals, and websites.

PERIOD OF THE STUDY

The study is confined from the year 2021-to 2022

FRAME WORK OF ANALYSIS

The information collected from the sample respondents were tabulated for analysis. Simple tables were prepared for understanding the general profile of the respondents. The data have been analyzed by using various statistical tools like simple percentage analysis, descriptive analysis and analysis of variance (ANOVA).

TABLE 2

Demographic Variables of the Respondents

Age		
	No of Frequency	Percentage
Up to 25	108	22.2
26- 35 years	191	39.2
35- 40 year	138	28.3
Above 55 Year	50	10.3
Total	487	100.0
Level of your position in your company		
	No of Frequency	Percentage
Driver	312	64.1
Cleaner	121	24.8
Technical staff	54	11.1
Total	487	100.0
Experience of the employees		
	No of Frequency	Percentage
Up to 5 year	116	23.8
6 -15year	242	49.7
16 -20 year	129	26.5
Total	487	100.0

Source: Computed from primary data

Table 4.02 shows that among the targeted respondents, 22.2 per cent of them fall under the age group of up to 25 years of age, 39.2 per cent respondents fall under the age group of 26-35 years, 28.3 per cent of respondents were under the age group of above 35-40 years and 10.3 per cent respondents fall under the age group of above 55 years. It can be understood from the above that in the study area majority of the employees are operated by the middle age people falling under the age group of 36 to 50 years of age.

Table 4.2 displayed that 64.1 percent of the employees are driver, followed by 24.8 percent of the employees are cleaner and 11.1 percent of the employees are technical staffs. It is concluded that most of the employees are drives and cleaner the private lorry transport.

Table 4.2 depicts that 23.8 percent of the employees are having experience of more than Up to 5 years, 49.7 percent of the employees are having experience 6 to 15 years and 26.5 percent of the employees are having experience of 16 to 20 years. It is concluded that the majority of the employees are experienced with the 6 -15 years.

TABLE 3

One way ANOVA for Nature Travel and Level of Stress Management of Private Lorry Services

Variable	Nature Travel	N	Mean	S.D	F	Sig
When my employer breaks transportation laws, I become anxious.	Daily	292	3.47	1.42	3.189	0.212
	Weekly	86	2.34	.479		
	Every fortnight	29	5.00	.000		

	Monthly	80	2.95	.810		
	Total	487	3.28	1.31		
When my employer does not appropriately recognize my discretionary efforts, I feel horrible.	Daily	292	3.98	1.24	5.464	0.008*
	Weekly	86	4.39	.923		
	Every fortnight	29	5.00	.000		
	Monthly	80	4.65	.479		
	Total	487	4.23	1.10		
I am stressed when I cannot manage to reconcile my job and personal obligations.	Daily	292	3.86	.900	4.830	0.134
	Weekly	86	3.39	.923		
	Every fortnight	29	4.89	.557		
	Monthly	80	3.65	.479		
	Total	487	3.81	.889		
When my employer reprimands me for my poor performance or mistake, I experience extreme tension.	Daily	292	3.85	.790	1.331	0.006*
	Weekly	86	3.39	.923		
	Every fortnight	29	3.93	.371		
	Monthly	80	4.04	.810		
	Total	487	3.81	.823		
Travel lorry employees' among tension and strain brought on by daily workload.	Daily	292	3.14	.961	5.128	0.288
	Weekly	86	4.69	.461		
	Every fortnight	29	4.89	.557		
	Monthly	80	3.44	1.669		
	Total	487	3.56	1.23		
I get mental teasing when my transfer request is rejected.	Daily	292	3.62	1.058	6.351	0.009*
	Weekly	86	4.09	1.38		
	Every fortnight	29	4.89	.557		
	Monthly	80	3.69	.461		
	Total	487	3.79	1.074		

Source: Computation based on Primary Source

Table 3 clearly shows the F value of the respective variables in the level of stress management (5.464, 1.331 and 6.351 for employer does not appropriately recognize my discretionary efforts, I feel horrible, employer reprimands me for my poor performance or mistake, experience extreme tension and get mental teasing when my transfer request is rejected are significant at five per cent level. Hence, the null hypothesis is rejected. However, the F values of (3.189, 4.830 and 5.128) employer breaks transportation laws, I become anxious, stressed cannot manage to reconcile my job and personal obligations and travel lorry employees' among tension and strain brought on by daily workload has found not significant. Therefore, the stated null hypothesis is accepted. From the results of above analysis, it is proved that there is a noteworthy means significant variance occurs among nature travel of the employees and their opinion with regards to the level of stress management.

FINDINGS

In the previous and current studies on the employees' stress management of private transport service, the researcher presents the study results from empirical analysis of the primary data collected from then transport private Lorry employees.

- It can be understood from the above that in the study area majority of the employees are operated by the middle age people falling under the age group of 36 to 50 years of age.
- This study exhibits that the most of the employees are drives and cleaner the private lorry transport.
- This study shows that the majority of the employees are experienced with the 6 -15 years.
- Further the study revealed that there is a noteworthy means significant variance occurs among nature travel of the employees and their opinion with regards to the level of stress management.

SUGGESTIONS

1. The government will strictly enforce the awareness program to prevent the road accidents.
2. Quality of work life balance must be taught to the private lorry transport employees. Perfect balance helps them to achieve a lot in their career as well as in family. So it gives a lot of self-confidence to the employees. There is chance for personality development which helps them to enrich their life.

CONCLUSION

Most of the private lorry employees get stress due to work responsibility, dictatorial management policies, irrational promotional policies, workload, salary disparity and favoritism. Employee's personal health and family circumstances are crucial factors for the quality of work life and stress free environment. The maximum percentage of the poor performance of private lorry transport employees is due to physiological and psychological problems. The present study is an attempt to study the level of stress among the employees in private lorry transport services in Mayiladudhurai. The suggestions of the present study are to minimize the problem of stress and improve the overall efficiency of employees in the work spot.

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