CHAPTER V

FINDINGS, SUGGESTIONS AND CONCLUSION
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This chapter summarizes the findings emerged from analysis of the results pertaining to various aspects of managing the stress of employees working in golden rock rail workshop, Tiruchirappalli. Few suggestions have been recommended for the effective and efficient functioning of the workshop and also the researcher concludes the study based on the analysis and findings.

5.1 FINDINGS:

1. It clearly shows that the majority (35 percent) of the respondents come under 31 – 40 years of age.
2. It obviously shows that the majority (91.8 percent) of the respondent are Male.
3. It clearly shows that the majority (80.9 percent) of the respondent are married.
4. It shows that the majority (56.7 percent) of the respondents are from joint family followed by nuclear family.
5. It clearly confirms that the majority (52.9 percent) of the respondents have more than 3 members in their family.
6. It clearly confirms that the majority (53 percent) of the respondents have 2 earning members in their family.
7. The data clearly shows that the majority (33.2 percent) of the respondents are under graduates.
8. It clearly shows that majority (47.1 percent) of the respondents are from mechanical department.
9. It clearly shows that the majority (38.4 percent) of the respondents are engineers followed by the technicians (37.7 percent).
10. It evidently shows that the majority (35 percent) of the respondents are having experience below 10 years followed by 11 - 20 years (33.2 %).
11. It obviously shows that the majority (34.6 percent) of the respondents monthly income is above Rs.40000.
12. It shows that the majority (96 percent) of the respondents are members of the union.
13. It is found that there is no significant association between the age of the respondents and the present stress level.
14. The Study expresses that there is no significant association between the gender of the respondents and the present stress level.
15. It Exhibits that there is no significant association between the marital status of the respondents and the present stress level.
16. The Study finds that there is no significant association between the family type of the respondents and the present stress level.
17. The Study expresses that there is significant association between the number of family members in the family of the respondents and the present stress level.
18. It Exhibits that there is no significant association between the number of earning family members in the family of the respondents and the present stress level.
19. The Study finds that there is no significant association between the educational qualification of the respondents and the present stress level.
20. The Study expresses that there is no significant association between the department of the respondents and the present stress level.
21. It Exhibits that there is no significant association between the designation of the respondents and the present stress level.
22. The Study finds that there is no significant association between the experience in workshop of the respondents and the present stress level.
23. The Study expresses that there is no significant association between the monthly income of the respondents and the present stress level.
24. It Exhibits that there is no significant association between the membership in union of the respondents and the present stress level.

25. The Stress Indicating factors which have best level founded from Crobach’s Alpha method is more than 0.70 (0.941).

26. The fried man test shows the homework interference is an important factor which causes stress among the respondents followed by all other factors.

27. The factors indicating stress are not having any relationship each other factors of stress. But all the factors equally stimulate the stress to the respondents.

28. The factors indicating stress are accepted by all the age group of respondents. Especially the factors of role in the organization and interpersonal relationship which have higher value of stress.

29. The study finds that the male and female employees where affected in the stress in all the factors. But the maximum number of respondents are male. Hence male factors are high.

30. The study found that factors indicating stress the relationship with marital status expresses married respondents have more stress than unmarried respondents.

31. The study Exhibits that factors indicating stress in the relationship with family type of joint family respondents and nuclear family respondents were equally affected from some of the factors to stimulating the stress in higher level.

32. The study finds that the factors indicating stress in the relationship with number of family members not differentiate to affect stress from various factors from all size of family. Especially two members of family and three numbers of family where affected more stress based on other size of family.
33. The study done with NPar test from all the factors of stress equally were affected to the respondents. But families having more than two person earnings were affected more than others. The study finds that from Kruskal- Wallis test in factors of stress; that families having more than two person earning have high stress.

34. The study done with NPar test from all the factors of stress equally were affected to the respondents. But education qualification basis towards Kruskal- Wallis test Exhibits Diploma Holders and schooling respondents having high stress by all the factors.

35. The study done with NPar test from all the factors of stress equally were affected to the respondents. But Department basis towards Kruskal- Wallis test Exhibits those who are working in mechanical department have high stress by all the factors.

36. The study found that from stress factors with the Designation exhibits managerial/ clerical and engineers having more stress from all factors.

37. The study done with stress factors and Experience exhibits those who have 11-20 years and 21-30 years to be having more stress from maximum no of the factors.

38. The study found that from stress factors based on Monthly Income exhibits those who earn Rs. 20000-30000 where affected with more stress from all factors.

39. The chi square test expresses the relationship between physical impact factor and all age groups of respondents were highly stressed.

40. The chi square test expresses the relationship between mental impact factor and all age groups of respondents were in stress in a medium level.

41. The chi square test expresses the relationship between emotional impact factor and all age groups of respondents were in stress in a medium level.
42. The chi square test expresses the relationship between behavioural impact factor and the all age groups of respondents were in stress in a medium level.

43. The chi square test expresses the relationship between impact on job performance factor and the all age groups of respondents were in stress in a medium level.

44. The chi square test expresses the relationship between physical impact factor and the both genders of respondents were in stress in a medium level.

45. The chi square test expresses the relationship between mental impact factor and the both genders of respondents were in stress in a medium level.

46. The chi square test expresses the relationship between emotional impact factor and the both genders of respondents were in stress in a medium level.

47. The chi square test expresses the relationship between behavioural impact factor and the both genders of respondents were in stress in a medium level.

48. The chi square test expresses the relationship between impact on job performance factor and the both genders of respondents were in stress in a medium level.

49. The chi square test expresses the relationship between physical impact factor and the marital status of both married and unmarried respondents were highly stressed.

50. The chi square test expresses the relationship between mental impact factor and the marital status of both married and unmarried respondents were in stress in a medium level.
51. The chi square test expresses the relationship between emotional impact factor and the marital status of both married and unmarried respondents were in stress in a medium level.
52. The chi square test expresses the relationship between behavioural impact factor and the marital status of both married and unmarried respondents were in stress in a medium level.
53. The chi square test expresses the relationship between impact on job performance factor and the marital status of both married and unmarried respondents were in stress in a medium level.
54. The chi square test expresses the relationship between physical impact factor and the joint and nuclear family respondents were highly stressed.
55. The chi square test expresses the relationship between mental impact factor and the joint and nuclear family respondents were highly stressed.
56. The chi square test expresses the relationship between emotional impact factor and the joint and nuclear family respondents were in stress in a medium level.
57. The chi square test expresses the relationship between behavioural impact factor and the joint and nuclear family respondents were in stress in a medium level.
58. The chi square test expresses the relationship between impact on job performance factor and the joint and nuclear family respondents were in stress in a medium level.
59. The chi square test expresses the relationship between physical impact factor and all the size of family member respondents were highly stressed
60. The chi square test expresses the relationship between mental impact factor and all the size of family member respondents were in stress in a medium level.
61. The chi square test expresses the relationship between emotional impact factor and all the size of family member respondents were in stress in a medium level.
62. The chi square test expresses the relationship between behavioural impact factor and all the size of family member respondents were in stress in a medium level.
63. The chi square test expresses the relationship between impact on job performance factor and all the size of family member respondents were in stress in a medium level.
64. The chi square test expresses the relationship between physical impact factor and all the no of earning members of respondent were highly stressed.
65. The chi square test expresses the relationship between mental impact factor and all the no of earning members of respondent were in stress in a medium level.
66. The chi square test expresses the relationship between emotional impact factor and all the no of earning members of respondent were in stress in a medium level.
67. The chi square test expresses the relationship between behavioural impact factor and all the no of earning members of respondent were in stress in a medium level.
68. The chi square test expresses the relationship between impact on job performance factor and all the no of earning members of respondent were in stress in a medium level.
69. The chi square test expresses the relationship between physical impact factor and the types of educational qualifications respondents were highly stressed.

70. The chi square test expresses the relationship between mental impact factor and the types of educational qualifications respondents were in stress in a medium level.

71. The chi square test expresses the relationship between emotional impact factor and the types of educational qualifications respondents were in stress in a medium level.

72. The chi square test expresses the relationship between Behavioural impact factor and the types of educational qualifications respondents were in stress in a medium level.

73. The chi square test expresses the relationship between impact on job performance factor and the types of educational qualifications respondents were in stress in a medium level.

74. The chi square test expresses the relationship between physical impact factor and all the departments’ respondents were highly stressed.

75. The chi square test expresses the relationship between mental impact factor and all the departments respondents were in stress in a medium level.

76. The chi square test expresses the relationship between emotional impact factor and all the departments respondents were in stress in a medium level.

77. The chi square test expresses the relationship between behavioural impact factor and all the departments respondents were in stress in a medium level.

78. The chi square test expresses the relationship between impact on job performance factor and all the departments respondents were in stress in a medium level.
79. The chi square test expresses the relationship between physical impact factor and all the designations respondents were highly stressed.
80. The chi square test expresses the relationship between mental impact factor and all the designations respondents were in stress in a medium level.
81. The chi square test expresses the relationship between emotional impact factor and all the designations respondents were in stress in a medium level.
82. The chi square test expresses the relationship between behavioural impact factor and all the designations respondents were in stress in a medium level.
83. The chi square test expresses the relationship between impact on job performance factor and all the designations respondents were in stress in a medium level.
84. The chi square test expresses the relationship between physical impact factor and experience respondents were highly stressed.
85. The chi square test expresses the relationship between mental impact factor and experience respondents were in stress in a medium level.
86. The chi square test expresses the relationship between emotional impact factor and experience respondents were in stress in a medium level.
87. The chi square test expresses the relationship between behavioural impact factor and experience respondents were in stress in a medium level.
88. The chi square test expresses the relationship between impact on job performance factor and experience respondents were in stress in a medium level.
89. The chi square test expresses the relationship between physical impact factor and monthly income basis respondents were highly stressed.
90. The chi square test expresses the relationship between mental impact factor and monthly income basis respondents were in stress in a medium level.
91. The chi square test expresses the relationship between emotional impact factor and monthly income basis respondents were in stress in a medium level.
92. The chi square test expresses the relationship between behavioural impact factor and monthly income basis respondents were in stress in a medium level.
93. The chi square test expresses the relationship between impact on job performance factor and monthly income basis respondents were in stress in a medium level.
94. Cronbach’s Alpha method given results for all the stress reducing methods are best.
95. T Test results given all the stress reducing methods are equally participative with each other.
96. The ANOVAs test exhibits highly stress reducing methods are Meditation and Yoga, Listening to music, Short break for refreshment and Using Face book, Whatsapp, E-mail etc.,
97. The ANOVAs test exhibits most of the female employees were stressed more than the male employees due to more responsibility in the family as well as in the working place because of which the female respondents highly using most of the stress reducing factors which is enumerated in the standard deviation values.
98. The ANOVAs test exhibits most of the married employees were stress more than the unmarried employees due to more responsibility in the family as well as in the working place because of that the married respondents highly using most of the stress reducing factors.
99. The ANOVAs test exhibits most of the employees having joint family type were stress more than the employees with nuclear family due to more responsibility in the family as well as in the working place because of that the respondents in joint family highly using most of the stress reducing factors.

100. The ANOVAs test exhibits educational qualifications with stress reducing factors to highly stress reducing methods as Short break for refreshment, Share my problem with others, Using Face book, Whatsapp, E-mail etc., and Spending time with children.

101. The ANOVAs test exhibits department based on highly stress reducing methods as Meditation and Yoga, Listening to music, short break for refreshment and Share my problem with others which are expressed with a highest value of standard deviation by the respondents whose belongs to mechanical department. Using Face book, whatsapp, E-mail etc., and Spending time with children.

102. The ANOVAs test express designation based on highly stress reducing methods as Meditation and Yoga, Listening to music, Short break for refreshment, Share my problem with others, Using Face book, Whatsapp, E-mail etc., and Spending time with children.

103. The ANOVAs test express experience based on highly stress reducing methods as Meditation and Yoga, Listening to music, Using Face book, Whatsapp, E-mail etc.,

104. The ANOVAs test express highly stress reducing methods as Meditation and Yoga, Short break for refreshment, Share my problem with others, Using Face book, Whatsapp, E-mail etc., and Spending time with children.
5.2 SUGGESTIONS:

The following suggestions are recommended for the Golden Rock Rail Workshop to manage the employees stress.

1. The Golden Rock Rail Workshop employees’ majority of the male come under 31 – 40 years of age and they are married. Hence, the concern has to support male based stress reducing methods and support the family healthy and wealthy.

2. The concerned employees’ consists joint family followed by nuclear family. Most of them consists of more than three and there may be earning more than two persons in the family. In this criteria, consider to follow to reduce the stress of the employees and their family in various ways.

3. Most of the employees are undergraduate. So the concern should be to support higher education.

4. The concern has majority employees as engineers followed by the technicians from mechanical department, hence the concern should be to concentrate to reduce the stress and develop them.

5. The concerned employees have 01 – 20 years experienced; if the concern develop the employees, it will run smoothly in long run with successful.

6. Majority of the Golden Rock Rail Workshop employees are getting fair pay monthly income above Rs.40000. So the concern has to maintain and improve pay scale.

7. The Golden Rock Rail Workshop (96 percent) employees are members of the union. So the concern should be maintain to good relationship with the trade unions.

8. The study says that employees’ stress has no relationship with the personal factors such as Age group, genders, marital status, Type of family, size of family, no of earning members from family, educational
qualifications, departments, designations, experience and monthly Income. Hence the Golden Rock Rail Workshop has to concentrate to reduce the employee stress in all the personal factor basis.

9. The Golden Rock Rail Workshop trade unions are supportive and smooth running to the members without stress. So the concern has to support the trade unions in this aspects.

10. The Golden Rock Rail Workshop follows to find stress of employees and help them to reduce, save and develop best position. If this position is good the concern can improve for the future on best practices of stress reducing.

11. The concern has to reduce stress for the homework interference and followed by all other factors.

12. The factors indicating stress should be simplified in the way of concern.

13. The Golden Rock Rail Workshop has to develop role in the organization and interpersonal relationship to support to reduce the stress of employees.

14. The Golden Rock Rail Workshop has maximum number of male employees. Hence male factors are high.

15. The Golden Rock Rail Workshop would help their married employees and unmarried employees to reduce the stress by giving marriage leave, weekend leaves, festival leaves etc.,

16. The concern has to concentrate to reduce stress in nuclear and joint family through the day to day activities to run the family such as canteen and departmental stores etc…

17. The Golden Rock Rail Workshop should support the employees to stress reducing with the family members, especially the families that have two members and three members.
18. The concern should support and guide to reduce the stress through family stress reducing techniques to employee families having more than two and two persons working.
19. The concern should try to reduce the stress with the support various techniques of stress reducing methods especially to those who are Diploma Holders and schooling qualification followed by others.
20. The Golden Rock Rail Workshop more facilitate stress reducing facility to provide mechanical department and followed by other departments.
21. The Golden Rock Rail Workshop more concentrate reduce the stress for those who working in managerial/ clerical and engineers designation.
22. The concern has to reduce the stress in various stress reduction methods for those who have experience in 11-20 years and 21-30 years.
23. The concern should try to help the employees to reduce the stress for those who are receiving the Monthly earning of Rs. 20000-30000.
24. The Golden rock rail workshop respondents were highly stressed in physical impact from all type of personal factor such as Age group, genders, marital status, Type of family, size of family, no of earning members from family, educational qualifications, departments, designations, experience and monthly Income. So the concern should fully try to reduce the physical work with support technological equipment’s and health care facilities to the employees
25. The Golden rock rail workshop respondents were moderately stressed in mental impact from all type of personal factor such as Age group, genders, marital status, Type of family, size of family, no of earning members from family, educational qualifications, departments, designations, experience and monthly Income. So the concern should
reduce the mental stress through mental refreshment courses and facility to the employees.

26. The Golden rock rail workshop respondents were moderately stressed in emotional impact from all type of personal factor respondents such as Age group, genders, marital status, Type of family, size of family, no of earning members from family, educational qualifications, departments, designations, experience and monthly Income. So the concern must respect and give relaxation for emotional feelings of the employees. (Social and Cultural activities).

27. The Golden rock rail workshop respondents were moderately stressed in behavioural impact from all type of personal factor respondents such as Age group, genders, marital status, Type of family, size of family, no of earning members from family, educational qualifications, departments, designations, experience and monthly Income. So the concern has to improve employee behavioural aspects through personality development, training and development etc.

28. The Golden rock rail workshop respondents were moderately stressed in impact on job performance from all type of personal factor respondents such as Age group, genders, marital status, Type of family, size of family, no of earning members from family, educational qualifications, departments, designations, experience and monthly Income. So the concern has to implement and followed the best job performance method by the nature of job basis and improve the employees such as career development, monetary and non-monetary benefits and employee welfare facilities

29. The Golden Rock Rail Workshop has to concentrate reducing stress of the employees by existing stress reducing method and find to implement new or old methods of stress reduction like tour arrangements for employees and Family. Construct and provide play
grounds and entertainment amenities to the employees and their family members

30. The ANOVO test done with stress reducing factors between personal factors majority of the respondents were accepted as stress reducing methods that follow using Face book, Whatsapp, E-mail etc., Meditation and Yoga, Short break for refreshment, Short break for refreshment, Listening to music and Spending time with children. So the golden rock rail workshop has to concentrate reducing stress of the employees by these ways.
5.3 CONCLUSION

Stress is today a global issue, it is the problem of everyone at all levels. Many people are losing their jobs due to daily stress. The problem of eliminating the stress and associated risks is very advantageous, since the consequences of its impact bring about only financial losses from absenteeism, errors, low performance, accidents of own employees, but also a loss of reputation as a result of poor working conditions, in which employees must carry out their working activities.

Minimizing the stress is a complex process that is not easy to solve in a single day. Stress is difficult to measure and the symptoms often remain hidden. It is important to appeal to employers and managers to pay due respect to their employees and create good working conditions for them. Strategies need not be elaborate or expensive. Simply planning ways to improve communication and recognize employees can be effective. The best tool for the prevention of stress and associated problems is to comply with all legal requirements, create good working conditions for employees and provide fair dealing by the employer.

SCOPE FOR FURTHER RESEARCH

The following lines of research are suggested for the future researchers:

1. A comparative study on stress management on employees working in rail workshops.
2. A study on employees’ welfare measures in rail workshops.
3. A study on analysing the factory amenities in rail workshops.
4. A study on training methods in rail workshops.