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- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

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WORK EXPERIENCE AND LENGTH OF WORKING HOURS ARE AFFECTING ON THE STRESS

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ABSTRACT

Any situation that puts us under pressure is technically "stressful". Stress is not necessarily unpleasant or harmful. When we are able to cope satisfactorily with the stress and find it to be positive in its effect, we tend to use other words - such as "stimulation" or "challenge". For the purpose of this introduction, we will use the term "stress" to mean the reaction we have to those pressures, which are harmful, unpleasant or disabling. Stress occurs when the pressures upon us exceed our resources to cope with those pressures. It follows, therefore, that we can attempt to tackle stress either by reducing the pressures or by increasing our coping resources, indeed, a combination of both strategies. Stress is the everyday impact on your body as you respond to the people, places and things in your life. Stress can be a negative thing that undermines health and capacity to function. But it can also be a positive, life energy force necessary to maintain vitality, creativity and a zest for life. Stress does not affect each of us in the same way. Everything you encounter in your daily living has an impact on you, positively or negatively, based on how you perceive and deal with each potentially challenging or stressful situation. The body undergoes a progressive series of responses that are first triggered by an external stimulus termed the stressor. The more prolonged and accelerating reactions produce an intense and severe disruption called strain. All of this moves the body away from homeostasis, the maintenance of equilibrium of the internal body functions in response to external changes. The study is based on 46 respondents of Pimpri Chinchwad Industrial Area.

KEYWORDS

Stimulation, Challenge, Stress, strain.

INTRODUCTION**EFFECTS ON HUMAN BODY**

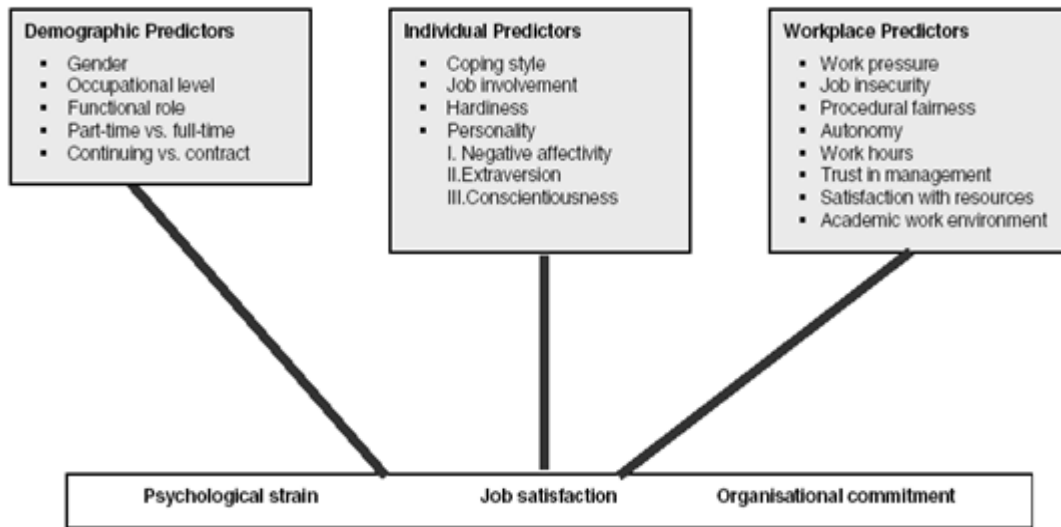
A basic concept in any study of stress is the acknowledgment of the link between what the brain says and the way the body behaves. This is known as the body-mind connection. The two are often inseparable and most studies on stress-related behavior emphasize the role of the brain and the biology of stress in great detail. The following are some essential terms needed to understand the basic concepts of stress behavior and how we can use the body to tackle stress.

- Pupils of the Eye: Enlarge to facilitate greater acuity to see danger and escape routes
- Brain: Increased blood flow, increased metabolism of glucose, focusing more intense, fatiguing thoughts
- Heart: Increased heart rate and vasospasm for risk of stroke and heart attack
- Lungs: Increased respiratory rate, dilation of bronchi, increased oxygen supply to enable rigorous physical response to attack
- Liver: Increased glucose production via gluconeogenesis which depletes energy reserve
- Muscles: Increased breakdown of glycogen to glucose for immediate energy, increased residual tension causing neurons behavior, irritability and discomfort
- Fat tissue: Increased breakdown of stored fat, more fatty acids in the bloodstream increasing heart disease risk
- Digestion: Increased acidity and decreased motility causing discomfort, possible constipation (at first) followed by diarrhea (if reaction is severe)
- Excretory: Neuron stimulation of the bladder producing the urge to urinate in spite of the fact that urine flow is reduced
- Lymph tissue: Increased release of T cells and natural killer cells depleting the reserves thus decreasing immune function
- Skin: Decreased blood flow causing cold hands/feet
- Sweat Glands: Increased sympathetic nervous response causes sweating and hyperhidrosis
- Salivary Glands: Decreased flow of saliva causing thicker, sticky, dry mouth "cotton mouth"

PSYCHOLOGICAL AND SOCIAL EFFECTS

The psychological effects of stress may be expressed in a variety of different ways, and involve changes in cognitive-perceptual function, emotion and behavior. Some of these changes may represent attempts to cope, including changes in health-related behaviors. There is evidence that some health-promoting behaviors, such as exercise and relaxation, sleep and good dietary habits, are impaired by the experience of stress, while other health-risk behaviors, such as smoking and drinking, are enhanced. Other behaviors, such as sexual behavior, which may be health-neutral, can also be impaired and that impairment becomes a secondary cause of stress. Similarly, increases in health-risk behaviors can also become secondary causes of stress if sustained. Particular reference may be made to psychological dependency on alcohol or smoking. Social behavior, and interpersonal relations, may be impaired by the experience of stress, possibly reflecting more fundamental psychological changes in, for example, irritability, attention span and memory. Stress-related impairments of social relations may both create secondary problems and reduce the availability of social support. Figure 1 shows the model for Psychological strain, job satisfaction, Organizational commitment and its impact.

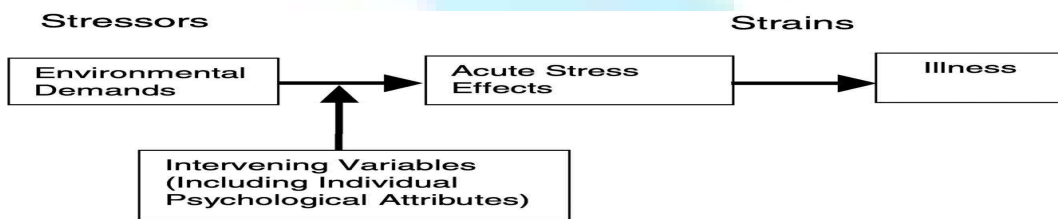
FIGURE 1: MODEL FOR PSYCHOLOGICAL STRAIN, JOB SATISFACTION, ORGANIZATIONAL COMMITMENT AND ITS IMPACT.



LITERATURE REVIEW

The aim of this paper is to review the focus of work stress. We also focus on literature which is related to the causes and impact of stress on working community and outcome of stress on the physical and mental health of people working in the business organizations and the copings strategies used by them. We looked into the literature that found through books, journals or research papers, reports and websites. The views and findings of various researchers and the organizations that have done extensive research on stress are compiled in this paper. Figure 2 shows the Generic psychosocial stress model. From Sauter and Swanson.

FIGURE 2: GENERIC PSYCHOSOCIAL STRESS MODEL. FROM SAUTER AND SWANSON



RESEARCH DESIGN AND METHODOLOGY

AREA OF RESEARCH

Pimpri Chinchwad Industrial Area is the research area which has changed the economy of Pune city & it's surrounding. Pimpri Chinchwad having like Telco, Bajaj, Thermax, Alfa laval started operating there were good job opportunities. People shifted from their native places to this area for job, good pay package and good educational and environmental facilities to their family naturally it effect on stress.

SAMPLING DESIGN:

- Universe : Industrial Area of Pimpri Chinchwad Munsipal Carporation
- Sampling Frame : 16 companies from above universe
- Sample Size : 46 Respondents

TOOLS APPLIED

The data collected from primary & secondary source will be analyzed by using statistical tools viz. percentage, average, deviations etc. The hypothesis will be tested with the help of statistical techniques. The following statistical tools were applied:

1. Percentage Analysis
2. Frequency Analysis

SOFTWARE USED FOR ANALYSIS

Microsoft Excel 2007 and SPSS were used for data analysis.

PRIMARY DATA COLLECTION

Primary data was collected through questionnaire method by distributing and collecting data from executives and managers of various large scale companies in Pimpri- Chinchwad Industrial Area. The questionnaires were distributed in the large scale organizations and then collected back after being filled up by managers.

OBJECTIVE OF THE STUDY

The study is based on following objectives

- Top management should formulate measurable and achievable objectives; communication level with managerial staff should be increased during the period of change within organization.
- The top management should revisit the schedules of work and try to increase the flexibility in timing after due discussion with Managers
- The managers who are sincere but need additional training to upgrade their performance be supported with required training.
- The stress is directly proportional to age factor
- To understand the role played by the organization in reducing managerial stress
- To discuss and suggest the ways to handle stress by organization.

HYPOTHESIS OF THE STUDY

Our interest is to understand the stress, especially in the context of the specific leading industrial belt of Asia. We wanted to explore whether there was any relationship between the personal attributes and the stress this hypothesis support the following sub hypothesis.

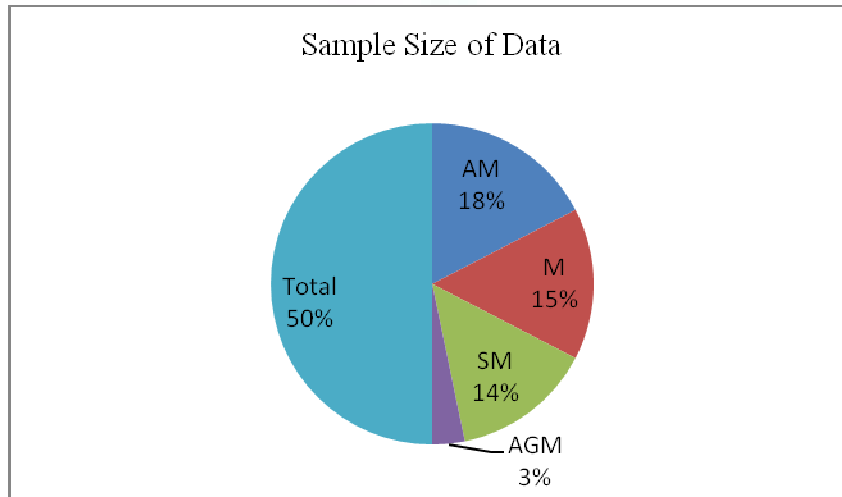
1. Managers feel stressed irrespective of their Experience.

ANALYSIS OF DATA

For this research paper data is collected from 46 respondents from the Pimpri Chinchwad Industrial area. The detailed statistics is as follows.

TABLE 1: FREQUENCY OF THE DATA COLLECTION

Designation	Frequency	Percent	Valid Percent
Valid AM	16	34.78	34.78
M	14	30.43	30.43
SM	13	28.26	28.26
AGM	3	6.52	6.52
Total	46	100.00	100.00



PARAMETERS FOR FINDING STRESS

Following are parameters are selected for finding the stress for this research paper.

- Que1. Educational Qualification and Length of hours worked increase the stress
- Que2. Designation and a lack of supportive interaction increase the stress.
- Que3. Designation and Insufficient resources to do your job properly increase the stress.
- Que4. Education Qualification and many recent changes in working practices increase the stress.
- Que5. Education Qualification and Lack of communication within your organization increase the stress.
- Que6. Designation and Too much work to handle increase the stress.

From the table 2 it is observe that almost all respondents has given sincere answers.

TABLE 2: FREQUENCY AND STATISTICS OF THE DATA COLLECTION

	Que1	Que2	Que3	Que4	Que5	Que6
N Valid	46	44	46	45	46	46
Missing	0	2	0	1	0	0
Mean	2.4130	1.9091	2.3043	2.9778	2.2826	2.4783
Median	2.5000	2.0000	2.0000	3.0000	2.0000	2.0000
Mode	3.00	1.00	2.00	3.00	3.00	2.00
Minimum	1.00	1.00	1.00	1.00	1.00	1.00

Statistics of Educational Qualification and Length of hours worked increase the stress: 50% of respondents are in fevor of the question where 50% are against the agreement Educational Qualification and Length of hours worked increase the stress.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Never	13	28.3	28.3	28.3
Occasionally	10	21.7	21.7	50.0
Very often	14	30.4	30.4	80.4
Always	9	19.6	19.6	100.0
Total	46	100.0	100.0	

Statistics of Designation and a lack of supportive interaction increase the stress: 67.4% of respondents are in fevor of the question where 32.4% are against the agreement Educational Qualification and Length of hours worked increase the stress.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Never	21	45.7	47.7	47.7
Occasionally	10	21.7	22.7	70.5
Very often	9	19.6	20.5	90.9
Always	4	8.7	9.1	100.0
Total	44	95.7	100.0	
Missing System	2	4.3		
Total	46	100.0		

Statistics of Designation and Insufficient resources to do your job properly increase the stress: 65.3% of respondents are in favor of the question where 36.7% are against the agreement Educational Qualification and Length of hours worked increase the stress.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	9	19.6	19.6	19.6
	Occasionally	21	45.7	45.7	65.2
	Very often	9	19.6	19.6	84.8
	Always	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

Statistics of Education Qualification and many recent changes in working practices increase the stress: 26.1% of respondents are in favor of the question where 73.9% are against the agreement Education Qualification and many recent changes in working practices increase the stress.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	4	8.7	8.9	8.9
	Occasionally	8	17.4	17.8	26.7
	Very often	18	39.1	40.0	66.7
	Always	15	32.6	33.3	100.0
	Total	45	97.8	100.0	
Missing	System	1	2.2		
Total		46	100.0		

Statistics of Education Qualification and Lack of communication within your organization increase the stress: 56.5% of respondents are in favor of the question where 43.5% are against the agreement Education Qualification and Lack of communication within your organization increase the stress.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	8	17.4	17.4	17.4
	Occasionally	18	39.1	39.1	56.5
	Very often	19	41.3	41.3	97.8
	Always	1	2.2	2.2	100.0
	Total	46	100.0	100.0	

Statistics of Designation and Too much work to handle increase the stress: 52.2% of respondents are in favor of the question where 47.8% are against the agreement Designation and Too much work to handle increase the stress.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	7	15.2	15.2	15.2
	Occasionally	17	37.0	37.0	52.2
	Very often	15	32.6	32.6	84.8
	Always	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

FINDINGS AND OBSERVATIONS

The investigators found four conditions which were consistently cited as substantial workplace stressors:

- ✓ Poor communication with and by management
- ✓ Increased workload
- ✓ Job insecurity and lack of career opportunities
- ✓ Organizational change / restructuring
- Perceived stress at work was associated with reports of exposure to potentially stressful work characteristics including long hours, lack of support, and high noise levels.
- Stress levels outside work were lower although 10% reported high stress levels outside of work.
- Overall those surveyed reported quite good health however, high levels of physical symptoms and mental ill health were reported by those with high stress levels at work.
- 23% of the sample reported that they had experienced an illness caused or made worse by work in the last 12 months.
- Job satisfaction in academic staff was low, relative to other occupational groups, but average in general staff.
- Most academic staff was dissatisfied with five aspects of their job: university management, hours of work, industrial relations, chance of promotion, rate of pay. In contrast, most general staff reported dissatisfaction with only one aspect of their job, chance of promotion.
- Psychological strain was highest and job satisfaction lowest among Level B and C academics (Lecturers and Senior Lecturers), particularly those working in the Humanities and Social Studies.
- More than 30% of academics reported working more than 55 hours per week.
- Trust in senior management and perceptions of procedural fairness, (both predictors of job satisfaction) were both low.

SCOPE FOR FURTHER RESEARCH

Following are the some of the scopes for further research:

1. There is need to examine relevant cases on workplace stress and its implications for the organization; and the necessary steps to be taken and reviewed periodically and scientifically on stress problems faced by Managers.
2. The acceptability of work stress by Indian organizations as a problem and coping strategies followed by the industries.
3. Calculation of work stress component and its impact on profitability and growth of organization.

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