Managerial Stress Reduction Techniques and its Effect on Managerial Performance Bank Employee in Chidambaram Town

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ABSTRACT
Stress is unavoidable in our society. Researchers on stress make it obvious that, to enter in to the complex area of stress, particularly in to the area of occupational stress, is very hard. Stress is an unavoidable result of modern living. With the increase of industries, pressure in the urban areas, financial crisis because of addiction alcohol, modern fashionable things, quantitative increase in population and various problems in day to day life are some of the reasons for increase in stress. So I study for the managerial stress reduction techniques many ways of yoga & meditation, Physical exercises and relaxation through activity. Now days managerial stress reduce techniques study is very important. Bankers are under a great deal of stress and due to many antecedents of stress such as Overload, Role ambiguity, Role conflict, Responsibility for people, Participation, Lack of feedback, Keeping up with rapid technological change. Being in an innovative role, Career development, Organizational structure and climate, and recent episodic events. One of the affected outcomes of stress is on job performance. 40% of job turnover is due to stress. This study examines the managerial stress reduction techniques and job performance on bank employees of banking sector in Chidambaram. Findings: 10% percentages of bank employee get relaxation by practicing Yoga and Physical exercises in their day to day life. This helps them to overcome their work stress and able to balance their mental status during work hour which increase the job performance.

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INTRODUCTION

Life exists through the maintenance of a complex dynamic equilibrium, termed homeostasis that is constantly challenged by internal or external adverse forces, termed stressors, which can be emotional or physical in nature. Thus, stress is defined as a state of threatened or perceived by the individual as threatened homeostasis and it is re-established by a complex repertoire of behavioral and physiologic adaptive responses of the organism. Neuroendocrine hormones have a crucial role in coordinating basic as well as threatened homeostasis; also, they intervene in pathogenesis of dyshomeostatic or cacostatic situations of disease.

The Stress System located both in the central and peripheral nervous system, generically activated whenever a threshold of any stressor is exceeded, plays a major coordinator role in the re-establishment of homeostasis by eliciting a complex behavioral and physical adaptive response. This response is defined as the stress syndrome and represents the unfolding of a relatively stereotypic, innate program of the organism that has evolved to coordinate homeostasis and protect the individual during stress.

STRESS MANAGEMENT

2.1 Stress at Work, Stress Management Techniques, Stress Reduction and Relief

Employers should provide a stress-free work environment, recognize where stress is becoming a problem for staff, and take action to reduce stress. Stress in the workplace reduces productivity, increases management pressures, and makes people ill in many ways, evidence of which is still increasing. Workplace stress affects the performance of the brain, including functions of work performance; memory, concentration, and learning. In the UK over 1 3 million working days are lost every year because of stress. Stress is believed to trigger 70% of visits to doctors, and 85% of serious illnesses (UK HSE stress statistics). Stress at work also provides a serious risk of litigation for all employers and organizations, carrying significant liabilities for damages, bad publicity and loss of reputation. Dealing with stress-related claims also consumes vast amounts of management time. So, there are clearly strong economic and financial reasons for organizations to manage and reduce stress at work, aside from the obvious humanitarian and ethical considerations. If you are suffering from stress yourself the stress management guidelines here are just as relevant. See the below.

Stress and stress management are directly related to personal well-being and specifically to workplace wellbeing. See the separate article on for a detailed explanation of wellbeing and its relevance to modern work and management.

2.2 Stress Management Techniques Types of Stress Reduction

1. Yoga
2. Meditation
3. Physical Exercises
4. Breathing exercises
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5. Music  
6. Games  
7. Fun and laughter  
8. Visualization  
9. Self-hypnosis  
10. Guided Imagery  
11. Aroma therapy  
12. Hydro therapy  
13. Slow movement games and exercises

2.2.1 Yoga  
Father of Yoga is Patanchali and Yoga is a 5000 year old Indian concept for the relaxation of body and mind. Today yoga classes teaching the art of breathing, meditation and posing are offered nearly everywhere from trendy health clubs in big cities to community education classes in small towns.

2.2.1.1 Yoga Means
- Yoga means “to unite” or “to unify”
- Aim to integrate the mind, body to spirit
- Six main branches – Hatha yoga most popular in the west
  - Please the most focus on balancing mind and body
  - Achieved through physical poses (“Asanas”) breathing techniques (“Pranayama”) and meditation

2.2.2 Meditation Means
The word meditation is used to describe a number of different uses of the mind, from contemplation and concentration to devotion and chanting.

2.2.3 Physically Exercises
Once you’re in the habit of being physically active; try to incorporate regular exercise into your daily schedule. Activities that are continuous and rhythmic and require moving both your arms and your legs are especially effective at relieving stress. Walking, running, swimming, dancing, cycling, tai chi, and aerobic classes are good choices.

2.3 Objective
- To examine the managerial stress reduction techniques and its effect on job performance of bank employee in Chidambaram.

**METHODOLOGY OF THE STUDY**

3.1 Population
The population selected for this particular study is employees from the selected commercial banks in Chidambaram town. The commercial bank two bank public sector
namely, Indian bank and SBI and two private sectors namely KVB and ICICI bank. Questionnaire were distributed and collected personally by the researcher.

3.2 Research Design

The study is explorative as well as descriptive in nature.

3.3 Sample Design

The particulars of sample design,
1. Type of Universe: Finite.
2. Sampling Unit: Chidambaram
3. Source List: Commercial
4. Size of Sample: 50
5. Parameter of Interest: In estimating the number of persons being stressed in their jobs

Table – 1: Sample Frequency Respondent

<table>
<thead>
<tr>
<th>Bank Name</th>
<th>Respondent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indian bank</td>
<td>11</td>
</tr>
<tr>
<td>SBI</td>
<td>16</td>
</tr>
<tr>
<td>KVB</td>
<td>12</td>
</tr>
<tr>
<td>ICICI</td>
<td>11</td>
</tr>
<tr>
<td>Total</td>
<td>50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Stress Reduction</th>
<th>Poor</th>
<th>Moderate</th>
<th>High</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meditation</td>
<td>15 (30%)</td>
<td>20 (40%)</td>
<td>15 (30%)</td>
<td>50 (100%)</td>
</tr>
<tr>
<td>Yoga</td>
<td>18 (36%)</td>
<td>22 (44%)</td>
<td>10 (20%)</td>
<td>50 (100%)</td>
</tr>
<tr>
<td>Physical Exercise</td>
<td>20 (40%)</td>
<td>21 (42%)</td>
<td>9 (18%)</td>
<td>50 (100%)</td>
</tr>
</tbody>
</table>

Those who practice meditation in day today life, say their experience in various ways, 40% of people say that stress reduction at moderate level, 30% of people says stress reduce at poor level. Only 30% of the people agree that stress reduce at high level.

In Yoga practices help 44% of people in stress reduction at moderate level, 36% of people says stress reduce at poor level. Only 20% of the people agree that stress reduce at high level.

In doing physical exercise, it is said that, people do it in high level but the stress reduce at poor level. Practices help 42% of people in stress reduction at moderate level, 40% of people says stress reduce at poor level. Only 18% of the people agree that stress reduce at high level.
3.4 Regression Analysis: Stress Reduction Technique on its Effects on Job Performance

<table>
<thead>
<tr>
<th>Independent Variable</th>
<th>Co-efficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>0.042 (0.954)</td>
</tr>
<tr>
<td>Meditation</td>
<td>0.465a (2.123)</td>
</tr>
<tr>
<td>Yoga</td>
<td>0.331b (2.012)</td>
</tr>
<tr>
<td>Physical Exercise</td>
<td>0.212b (1.96)</td>
</tr>
</tbody>
</table>

Note: a and b denotes significant at 1 percent and 5 percent level.

The co-efficient of Meditation, yoga and physical exercise are 0.465, 0.331 and 0.212 respectively. The entire coefficient found to be positively significant. It shows stress reduction techniques have positive impact on job performance. Meditation has more impact on job performance, followed by yoga and physical exercise.

CONCLUSIONS AND SUGGESTIONS

The Researcher test proof stress reduction by practicing yoga and meditation. Minimum cost of study of Yoga and free counseling at Annamalai University The growing importance of interventional strategies is felt more at organizational level. This particular research was intended to study the importance of Yoga, meditation, physical exercises and soothing humor to cope up with the workplace stress. Stress can be minimized if companies take the right steps. Stress –free employees perform better, work harder, feel happier and have a long term commitment to the organization as compared to their counterparts. It can be concluded from the present research work that there is a positive and significant relationship between stress and Yoga, Meditation, physical exercises and Soothing humor. Now time has come when the organizations adopt the philosophy of —Healthy mind and healthy body. Which will help in cultivation of right attitude and transformation of present turbulent societies into a —stress – free society or they will end up paying price for it. This research is done in the area of Yoga, Meditation, physical exercises and Soothing humor with an intention to find their positive effect on the employees who were suffering from workplace stress. The strong evidences of the positive effect of Yoga, Meditation, physical exercises and Soothing humor gives this research a clearer approach to these interventions which result in a major reduction of workplace stress. From the study it can be suggested that organization can implement even some new innovative practices for Stress Reduction activities like Fun Friday, Team Building, Team Outing, Yoga & Meditation, physical exercises, Social Dance, and Healing through Music, Themed Events, Annual Days Festival Celebration Award Ceremonies, Important Corporate Events, Annual Days, or any occasion that requires a professional touch to ensure things go just the way you planned.

REFERENCE

[1] Revati C. Deshpande, “A Healthy Way to Handle Workplace Stress through Yoga, Meditation and Soothing Humor”.


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