



# Stress Management Effectiveness at Cooper Standard India Private Limited, Chennai

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**Abstract:** Stress Management has become a most important and valuable technique to boost the employee morale and the company's productivity in all companies. All the Organizations have understood that the employees play a key role and they should be out of stress to give a high performance atmosphere. There are varieties techniques to manage stress in organizations. High stress jobs refer to work, which involves hectic schedule and complex job responsibilities that result into imbalance between personal and work life. Overwork may affect physical health of individual resulting into ineffective work and dissatisfaction-among employees leading to imbalance in family or personal life also. Due to improper job role assignment, improper working conditions, underutilization of skills and organizational politics the employees could be stressed. There are lots of individual stress like role ambiguity, psychological hardiness, and type of personality that affect the morale of the employees as a whole.

**Keywords:** Stress Management, organizational politics, ambiguity, psychological hardiness

## I. INTRODUCTION

The researcher finds the stress level of the employees in work and tries to give solution based on the results derived with. Effective stress management should overcome the stressors and it is obvious that no technique can completely remove stress but only can minimize it to negligible level. The researcher used descriptive method by collecting first hand data through a structured questionnaire. The researcher has analyzed the obtained data through correlation, weighted average method and chi-square test analysis. The finding have the perfectness in it and has given valid suggestions to overcome the stress which in turn leads to effective work in the organization. Stress Management, Personal stress, Work stress, Remove stress.Cooper-Standard India

Private Limited is a Private incorporated on 04 September 1963. It is classified as Non-government Company and is registrar of Companies, Delhi. It is involved in Manufacture of motor vehicles. Cooper Standard employs approximately 30,000 employees across 21 countries and is committed to recruiting and retaining top talent. We actively work with our employees to further develop their skill set throughout their career at Cooper Standard. For those who want to work in an environment where they can contribute ideas and talents, can align their personal development goals with Company goals and have an input on the Company, products and communities we serve, Cooper Standard's may be just the place for your passion.Cooper Standard is dedicated to driving value through culture, innovation and results. We maintain a clearly defined culture as a solutions provider to our



customers and a reliable partner to our communities with two-way communication as a top priority. Our leadership team keeps connected with our global workforce through employee webcasts, frequent update announcements and on-going employee feedback mechanisms.

## **II. RELATED WORK**

We have a common global portal to help facilitate communications and team building, and allow employees to post questions directly to the leadership team. Our employees have the opportunity to interact with their colleagues from many different cultures and backgrounds, adding to the rich diversity that makes up our company.

**Vision : Driving Value through Culture, Innovation and Results**

**Mission:Top 30/Top 5:** Our mission is to become a “Top 30” global automotive supplier in terms of sales and a “Top 5” global automotive supplier in terms of return on invested capital (ROIC). Cooper Standard offers competitive compensation and benefits packages. We regularly analyze how our total compensation package compares to the marketplace in the regions we operate in throughout the world.

## **REVIEW OF LITERATURE**

Christopher Orpen (2001) conducted the research on “Occupational stress, personal strain and its adverse effects”. Personal strain manifests itself as anxiety and depression with life added restlessness, excessive drinking, smoking, social withdrawal and inability to concentrate. Impact of stress on individual at each stage requires attention to ease their mind providing work enjoyment.

Schlenker and Gutek (1987) have made their comments on “impact of stress in a large social service agency”. They stated that work role loss was associated with lower job satisfaction; lower work related self-esteem, and higher level of intention to leave the job but at the same time they found that executives were not likely to report work related depression or lower life satisfaction as the discontent was focused on the new jobs but not on life in general or involvement and identification with the profession. Satisfaction with the job itself accounted and identified with the emotional exhaustion.

Koustelios (2001) conducted research on “satisfaction with the job itself and satisfaction with promotion”. He suggested that job satisfaction and job promotion were significant predictors for the personal accomplishment. 2. Christopher Orpen (2001), Management and Labor Studies, Vol.16 No:1 Jan 2001 pp.10-12 3. Schlenker and Gutek (1987), “Effects of Role Loss on Work Related Attitudes” – Journal of Applied Psychology, Vol.72, No.2, P.287. 4. Koustelios, Athanasios (2001), “Organizational Factors as Predictors of Teachers Burnout” Psychological Reports, Vol.88, pp.627-634. Pestonjee (1999) explained that optimum level at which stress is functional is different for different persons and is dependent on a variety of factors like the personality of an individual, self-esteem, his educational background, authority to make decisions, control over various organizational and environmental variables and so on.

Hayashi (2006) has focused a study on “Job stress and absenteeism”. He stated that almost 10% of the workforce suffers from work related stress at one point of time and about 7 million working days are lost each year due to workforce stress.



Sparks et al., (2001) has given his abstract on “Work schedule and work environment” and stated that compressed work time schedules, flexible work hours increase satisfaction with the work environment and the work schedule itself.

Margaret Francis (2007) in her empirical study has made comments on “Stress Personality Relationship” Stress had been a noted problem among students for it evokes negative thoughts and feeling in a person. There has been a study of how personality influences stress which led to the finding that significant differences exist between low and high categories of stress. Low extraversion, high anxiety, etc., leadsto higher stress.

### **III. PROPOSED METHODOLOGY**

**PRIMARY:** To study an organizational stress management in cooper standard India Private Limited.

#### **SECONDARY:**

To study the factors that contributes stress for the employees.

To know the relationship between employer and employee.

To identify the causes of stress at workplace.

To know the best relief method for employees in the organization.

### **RESEARCH METHODOLOGY**

**RESEARCH DESIGN:** The researcher has adopted descriptive research design

**SOURCES OF DATA:** Primary data are collected afresh and for the first time. In this study, primary data is collected through interview method using likerts 5 point scale. Secondary data is collected from internet,

registers, records, journals, articles, magazines and annual reports of the organization.

**QUESTIONNAIRE CONSTRUCTION:** Questionnaires were constructed based Close ended questions and Multiple choice questions

**RESEARCH INSTRUMENT:** Questionnaire was the research data collection instrument

**SAMPLING METHOD:** Simple Random Sampling.

**POPULATION SIZE:** 89

**SAMPLE SIZE:** 50

**DESCRIPTION OF STATISTICAL TOOLS USED:** Percentage Analysis,

Correlation, Weighted average method and Chi square test.

### **IV. EXPERIMENTAL RESULT**

#### **DATA ANALYSIS:**

#### **CORRELATION**

X- Experience at workplace

Y- Job enjoyment at workplace

H0: There is no significant relationship between experience and job enjoyment at workplace

H1: There is significant relationship between experience and job enjoyment at workplace



X	Y	$X^2$	$Y^2$	XY
3	18	9	324	54
21	25	441	625	525
13	7	169	49	91
13	0	169	0	0
0	0	0	0	0
<b>TOTAL</b>		<b>788</b>	<b>998</b>	<b>670</b>

CORRELATION =  $R = \frac{\sum XY - (\bar{X} \bar{Y})}{\sqrt{\sum X^2 - (\bar{X})^2} \sqrt{\sum Y^2 - (\bar{Y})^2}}$

$$= 670 / \sqrt{788 \times 998}$$

$$= 670 / \sqrt{786,424}$$

$$= 670 / 886.80$$

$$= 0.7555 \text{ is positive correlation}$$

Hence H<sub>0</sub> is accepted so there is no relationship between experience and job enjoyment at workplace.

#### WEIGTED AVERAGE METHOD

#### RANKING TOWARDS VARIOUS

#### ATTRIBUTES IN THE ORGANISATION



ATTRIBUTES	1	2	3	4	5	TOTAL
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WORKING ENVIRONMENT	11	23	10	6	0	50
EMPLOYER,EMPLOYEE RELATIONSHIP	21	14	6	6	3	50
ENVIRONMENTAL SAFETY	16	19	12	3	0	50
JOB ENJOYMENT	18	25	7	0	0	50

JOB ENJOYMENT EXPERIENCE	STRONGLY AGREE	AGREE	UNDECIDED	DISAGREE	STRONGLY DISAGREE	TOTAL
						<1 year
	5	2	0	4	1	12

#### CALCULATION OF $\chi^2$ VALUE

OBSERVED VALUE	EXPECTED VALUE	(O-E)	$(O-E)^2$	$(O-E)^2/E$
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(O)	(E)			
5	4.08	0.92	0.84	0.20
3	2.38	0.62	0.38	0.15
7	4.42	2.58	6.65	1.50
2	6.12	-4.12	16.97	2.77
2	1.44	0.56	0.31	0.21
1	0.84	0.16	0.02	0.02
3	1.56	1.44	2.07	1.32
0	2.16	-2.16	4.66	2.15
0	2.64	-2.64	6.96	2.63

## V. CONCLUSION

The employees stress management is a leading fact that each and every organization should concentrate so that they can keep an eye on their performance and productivity. The organizations should be a watch dog in the employees stress management process. All the employees regardless of his age, gender, experience, income, or any other priority should be treated equally and the business tactic of managing without any dissatisfaction is necessary. Today's organizations are becoming a learning organization by which the management learns from mistakes. This trend will definitely lead to empower employees.

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