

# A Study on stress in women and their behavior and psychological changes at tucorin thermal power station

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## ABSTRACT

Stress is a primary concern of the latest days as it could end up in harm to employee's performance and health. Many employees feel they could make better decisions and perform more effectively if they worked under less stress. Work associated stress costs organization every year by means of turnover, sickness, absenteeism, so it is required for every organization in knowing the factor leading to stress amongst the employees and also that how they manage stress for making employee highly productive and participative. Current investigation has been performed in finding out the factors leading to stress amongst women employees at TTPS and how the female employees are managing stress. The objectives are reached through percentage analysis, correlation technique and ANOVA. The levels of stress are found using the mean of each variable.

**KEY WORDS:** Stress, Behavioural Changes, Psychological Changes, Job Performance.

## 1. INTRODUCTION

**1.1. Human Resources Management:** Human Resource Management is known to an art of managing people at work by which they contribute their superlative to the organization. Simply could say as human resource management that expresses to working employees quantitative aspects of an organization. Human Resource Management is a management function associated with motivating, hiring and maintains people in an organization and concentrates on people in organization. Organizations are not only mortar, bricks, inventories or machineries but are people. HRM handles principles and management functions application for acquisition, bringing up, preserving and remunerating employees in organizations.

Employees associated decisions has to be integrated. Decision concerning various aspect of employees has to be consistent with decisions of human resource. Decision taken has to affect the organization effectiveness. Organization effectiveness must end up in services betterment to customers in the form of high-quality product provided at acceptable costs

HRM functions are not restricted to business establishment only which are to be implemented to non-business organizations known to be health care, education, recreation etc. Possibility of HRM is at great range. All primary activities in the working life of his or her entry into an organization till he or she leaves-come under the HRM previews particularly, the activities involved are job analysis, HR planning and be sign, recruitment and selection, orientation and placement, training and development, performance appraisal and job evaluation, employee and executive remuneration, motivation and communication, welfare, safety and health, industrial relations and the like. HRM is a wide idea of Personnel management and human resource development are highly significant function of HRM. Prior to defining "Human Resource Management" it expresses to be first defining heterogeneous in the meaning that varies in motives, perception, personality, emotions, attitudes, values, and modes of thoughts.

**1.2. Introduction to Stress:** Lots of investigation was performed into stress over the past hundred years. Few theories behind it get settled and acknowledged; research is going on still and debated. By this time, there approaches open warfare among competing theories and definitions: Views were avidly held and insistently defended.

Stress is an element of everybody's life, even though men and women deals with stress and women are most typical victims. And specifically the working women find themselves struggling with stress more than others.

In recent times, working women not only acted as a home maker but also as a professional and contribute 46% of total workforce in India. As per socio cultural environment in India, women are also expected to perform social responsibilities of Home markers. Thus, working women across the world, specifically in India exposed with stressors from socio cultural environment and work environment.

**1.3. Definition of Stress:** Stress could be defined in typical term as people feel pressures personally. Stress because of work load could be defined as reluctance to come to work and a constant pressure feeling related with common physiological, psychological and symptoms of behavioral stress. Famous Hungarian endocrinologist Hans Selye, the pioneer of modern day stress investigation acknowledged stress's four main areas.

**Eustress**– Positive stress which motivates you into action and to meet up challenges

**Under-stress**- Correlated with boredom, want for direction and 'rust out'

**Over-stress** – Moving further than your limits

**Distress**– Your unresolved feelings and emotions

**The Four Common Types of Stress:** Dr Karl Albrecht, a management consultant and conference speaker based in

California, is an open up in the progress of training of stress-reduction for businesspeople defining four typical stress types in his 1979 book, "Stress and the Manager." Albrecht's four widespread stress types are: a) Time stress, b) Anticipatory stress, c) Situational stress, d) Encounter stress.

**Time Stress:** Time stress is one of the highly typical stress types that we experience today which is necessary to find out how to deal with this type of stress functioning in the corporate world, small business or the home environment of running a busy family.

**Anticipatory Stress:** Anticipatory stress expresses stress which you experience apprehensive in future and could be concentrated on a particular event, at home, at work, a sporting event or a social encounter. Moreover, anticipatory stress could be undefined and vague, similar to overall sense of dread with regard to future, or a worry which "something will go wrong."

**Situational Stress:** Situational stress might takes place in any of our daily life situations. Meeting new work colleagues, initializing a new job, could be a scary situation where no control over. Frequently, moreover, it's a situation which brings up conflict, or a status loss or group acceptance in the eyes. Job loss or occurrence of a major mistake in front of work colleagues are events examples which could lead to situational stress.

**Encounter Stress:** Encounter stress influences people. Stress could be experienced on worry while interacting with a definite person or group of people – some might not prefer them, or could think as unpredictable. Encounter stress could takes place when the person's role handles a lot of interactions that are personal with customers or clients, specifically when they are in distress. Instantly, social workers and physicians possess great range of encounter stress, since the people who work with them frequently don't feel well, or are deeply upset which also happens from "contact overload": on feeling overwhelmed or drained from interacting with lots of people.

#### **Stress - Inside and Outside Forces**

**Outside Forces:** Primary changes in life similar to work change, challenging work or unsuitable, moving house, divorce, death in the family, handling a difficult child, your partner with a chronic disease or cancer, a sick and frail parent, living awfully by your standards, living poor with lots of to do –family financial pressures, busyness, facing discrimination, going bankrupt, being bullied, and the list moves on.

**Inside Forces:** Chronically bad health is typically an association of many factors creating good health... mental, physical, spiritual, emotional wellbeing going unbalanced. Past situations end up in emotional stresses which we still grasp inside, like resentment, grief, anger, shame and guilt – we insist in helping u by releasing these to benefit your health. Now and then living with situations that 'don't feel right' for us and without our support which could be due to the preference of valuing dissimilar things than the other people involved. For example, if someone takes alcohol much and other family members would rather they didn't which is a foremost stress creating stress for us too.

**Symptoms of Stress:** a) Physiological Symptoms, b) Psychological Symptoms, c) Behavioural Symptoms.

**Physiological Symptoms:** stress end up in metabolism changes, increasing rate of heart and breath, blood pressure, bring on headaches and simulate heart attacks. **Psychological Symptoms:** Psychological states- for instance, anxiety, tension, boredom, irritability and procrastination.

**Behavioural Symptoms:** Behaviour associated symptoms of stress including productivity absence, and turnover changes together with eating habits changes rising up smoking or alcohol consumption, fidgeting, rapid speech, and sleep disorders.

**Introduction about the organisation:** Tuticorin Thermal Power Station (TTPS) is located close to the new port of Tuticorin on Bay of Bengal sea shore and spread over 160 Hectares area. The Units in T.T.P.S was commissioned from 1979 to 1992. TTPS has a total installed capacity of 1050 MW comprising 5 units of 210 M.W each. The station was erected in III Stages. Initial stage consists of units I & II of 210 M.W each at a total cost of Rs.178 crores in 1979. Secondary stage consists of 210 Unit III at a cost of Rs. 89 crores in 1982. The third stage consists of Units IV & V of 210 M.W each at a total cost of Rs.804 crores in 1992. Station meet nearly one third of the entire Tamil Nadu Power Grid demand. In T.T.P.S electricity is produced from heat energy acquired by coal combustion. Steam turbine changes steam heat energy into mechanical energy and rotates at 3000rpm even the generator is directly coupled to turbine, electricity is produced by the 2 pole, 50Hz AC generator. Electrical power, 210MW/15.75KV, is transmitted to the Tamilnadu Power grid later to stepping up to 230KV.

The units are all coal based. Coal is transported by sea through ships form Haldia, Paradeep, Vizag ports to TTPS. Coal dependent thermal power plant transforms coal chemical energy to electrical energy. One of the major factor is location of plant is connected by port, rail and road. As coal is the main supply for thermal power plant, planted connected near port is very helpful for transporting coal. For transporting the coal from port road and rail are well connected to the plant.

**Vision:** In becoming a upcoming performer in Thermal Power production, steadily go beyond power grid expectations to maintain uninterrupted power generation and providing to nation with greater quality power supply.

**a) Mission:** To increase the overall productivity, To improve performance in efficiency of Boiler, Turbine and Generator, To accomplish 100% Plant Load Factor status, To focus on people's development, To constantly upgrade

and betterment the operating systems in enhancing both internal and external fulfilment.

**b) HRD Policy:** In establishing good education system in imparting all employees at every levels thereby improving knowledge and skill in performing their job good and in accomplishing Organization goals that finally end in users delight.

**c) Quality Policy:** In acquiring fulfillment of user by means of full generation and quality power supply meeting meet power grid specification. TTPS trusts that quality is to be incorporated in every stage of activity on adhering assurance towards quality pulling in every employee.

**d) Quality Journey:** TTPS has been among the first to be awarded /certified for ISO 9002/1994, ISO 9001/2000, ISO 9001/2008, TPM, Total Quality Management.

**e) Legal Frame Work of the Company:** TTPS is a public limited company registered under the Companies' Act 1956. As a major industrial Organization, TTPS complies with all laws and statutes which govern industries in general. Factories Act, 1948; Excise Act, 1944; Industrial Disputes Act, 1947; Employee Staff welfare Act, 1948; Workmen Compensation Act, 1923; The Payment of Gratuity Act, 1972; The Payment of Wages Act, 1936; Trade Unions Act, 1926; Standing Orders Act, 1946; Payment of Gratuity Act, 1972; Provident Fund and Miscellaneous Provisions Act, 1952; Electricity Act 2003.

### Introduction to the study

#### a) Objectives of the Study

**Primary Objectives:** To study all factors of stress in women, with special reference to Tuticorin Thermal Power Station.

**Secondary Objective:** To identify factors causing stress among women employees, To find level and kind of stress among women, To study effect of stress on women employees in TTPS, To recommend coping strategies to manage stress

**Scope of the Study:** The scope of study is extended only to the female employees in Tuticorin Thermal Power Station. To fulfill the objectives of stress the study is done only to the women employees of the cadre EE, AEE, AE, JE, TA

**Statement of the Problem:** A study on stress in thermal power station will be done only to women employees of the cadre EE, AEE, AE, JE, TA because they are stressed more than the low level employees of other cadre. Around 125 employees are taken account for this study. The study examines women employee's behavioral and psychological changes due to stress.

**Limitation of the Study:** The employees were reluctant in answering the questions during their working hours. There was no time for employees so collecting large information from the employees was limited. The researcher has to solely rely upon the responses given by the respondents.

## 2. RESEARCH METHODOLOGY

**Introduction:** Research methodology seems to be a systematic, methodological theoretical analysis implemented to study field or the body's theoretical analysis methods implemented to the field of study offering the considerate of methods systematic study which can be, or were applied within the study, is also termed to be method description.

**Universe:** The study is carried in Tuticorin Thermal Power Station (TTPS), Tuticorin. The total permanent employees are 1000. This study is done only to 330 women employees of TTPS. The study is specifically done only to employees from cadre EE to TA.

**Sampling:** The sampling utilized in current research is quota sampling. A quota sampling can be explained as a non-probability sampling is a technique in which researcher selects people based on some quota. The sample chosen for this study is 125.

**Research Design:** The study is carried out on the basis of Descriptive and Exploratory type of researches. Each of these can be defined as follows.

**a) Descriptive Research:** Descriptive Research is utilized in describing population characteristics or phenomenon in research which unanswered on how/when/why the characteristics took place. Rather it looks in the population characteristics or situation being researched. Therefore the research cannot brief what lead to the situation which is utilized for averages, frequencies and other statistical estimations.

**b) Exploratory Research:** Exploratory research has been performed for an issue that is undefined. Purpose of the research is in gaining popularity with a phenomenon or acquires new insights into it in order to formulate a more precise problem or develop hypothesis. Outcomes of exploratory research are not typically helpful in decision making by them, but they could supply important insight into a provided situation.

**Research Instrument:** A structured questionnaire has been prepared that has been administered as a schedule mostly included rating scale.

**Contact Method:** Questionnaire was given to all employees

#### Data Collection Technique:

**a) Primary Data:** Primary data for the research was composed through a set of well-structured questionnaire

**b) Secondary Data:** The Secondary data was collected through various sources available namely the company's HR policies and Procedures booklet, research papers from renowned journals and the internet.

**Period of Study:** The study is undertaken in the duration of 90 days

**Research Approach:** The survey method was adopted for collected the primary data. Survey research is systematic gathering of data from respondent through questionnaire.

**Data Analysis:** Data analysis of the collected one was executed with help of statistical tools such as Percentage analysis, One Way ANOVA and Correlation.

**Percentage Analysis Method:** The percentage analysis was used to find the percentage of each category. Various tables and charts were drawn for easy representation.

$$\text{Percentage analysis} = [\text{number of respondents} / \text{sample size}] * 100$$

#### Equations for One Way ANOVA

	df	SS	MS
<b>T</b>	n-1	$\sum_j \sum_i (x_{ij} - \bar{x})^2$	$SS_T / df_T$
<b>B</b>	k-1	$\sum_j n_j (\bar{x}_j - \bar{x})^2$	$SS_B / df_B$
<b>W</b>	n-k	$\sum_j \sum_i (x_{ij} - \bar{x})^2$	$SS_W / df_W$

T-Total, B- Between Groups, W- Within Groups

**Equation for Correlation:**

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

**Equation for Level of Stress:**

Total Rating Range of Mean Value	Level of Influence of the Variable on Dependent Variable
$1 < X_i < 2.5$	Low Level
$2.5 < X_i < 3.5$	Moderate Level
$3.5 < X_i < 5.0$	High Level

The research analysis is basically to extract meaningful information from the data collected and giving inferences of association or difference between the various variables present in the research. Interpretation refers to the task of drawing inference from the collected facts after an analytical and experiment study. Interpretation is concerned with relationship within the collected data. This work is designed to analyze and interpret the data relating to the stress in women at TTPS. Specifically, the mode of relationship among the dependent variables and the independent variables are to be established.

**Experience Vs Co Worker Cooperation:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between experience and coworker cooperation.

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between experience and coworker cooperation.

**Table.1.Experience vs coworker cooperation**

	Correlations	Experience	Cooperation
<b>Experience</b>	Pearson Correlation	1	0.224(*)
	Sig. (2-Tailed)		0.012
	Sum of Squares and Cross-Products	195.248	36.976
	Covariance	1.575	0.298
	N	125	125
<b>Cooperation</b>	Pearson Correlation	0.224(*)	1
	Sig. (2-Tailed)	0.012	
	Sum of Squares and Cross-Products	36.976	139.712
	Covariance	0.298	1.127
	N	125	125

\* Correlation is significant at the 0.05 level (2-tailed).

**Inference:** The significant value 0.012 is less than 0.05 so null hypotheses is rejected and alternate hypothesis is accepted. There is a significant between experience and coworker cooperation.

**Work Pressure Vs Job Position:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between work pressure and job position

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between work pressure and job position

**Table.2. Work pressure vs job position**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	9.210	5	1.842	1.240	0.025
Within Groups	176.790	119	1.486		
Total	186.000	124			

**Inference:** The significant value 0.025 which is smaller than 0.05, so null hypothesis is accepted and alternate hypothesis is rejected. There is significant difference between work pressure and job position.

**Higher Officer Pressure Vs Experience:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between higher officer pressure and experience

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between higher officer pressure and experience

**Table.3. Higher Officer Pressure VS Experience**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.771	4	0.443	0.285	0.047
Within Groups	186.181	120	1.552		
Total	187.952	124			

**Inference:** The significant value 0.047 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between higher officer pressure and experience.

**Job Satisfaction VS Age:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between job satisfaction and age

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between job satisfaction and age

**Table.4. Job Satisfaction Vs Age**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.961	3	0.987	1.017	0.387
Within Groups	117.391	121	0.970		
Total	120.352	124			

**Inference:** The significant value 0.387 which is greater than 0.05, so null hypothesis is accepted and alternate hypothesis is rejected. There is no significant difference between job satisfaction and age.

**Work pressure vs experience:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between work pressure and experience

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between work pressure and experience

**Table.5. Work Pressure vs Experience**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	11.985	4	2.996	2.066	.049
Within Groups	174.015	120	1.450		
Total	186.000	124			

**Inference:** The significant value 0.049 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between work pressure and experience.

**Deadline Panic Vs Experience**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between deadline panic and experience

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between deadline panic and experience

**Table.6. Deadline Panic vs Experience**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	16.447	4	4.112	2.700	.034
Within Groups	182.753	120	1.523		
Total	199.200	124			

**Inference:** The significant value 0.037 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between deadline panic and experience.

**Higher Officer Pressure vs Job Position**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between higher officer pressure and job position.

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between higher officer pressure and job position.

**Table.7.Higher Officer Pressure Vs Job Position**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	11.453	5	2.291	1.544	.181
Within Groups	176.499	119	1.483		
Total	187.952	124			

**Inference:** The significant value 0.181 which is greater than 0.05, so null hypothesis is accepted and alternate hypothesis is rejected. There is no significant difference between higher officer pressure and job position.

**Age Vs Experience**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between Age and experience.

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between Age and experience.

**Table.8.Age Vs Experience**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	46.775	4	11.694	23.693	0.000
Within Groups	59.225	120	0.494		
Total	106.000	124			

**Inference:** The significant value 0.000 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between Age and experience.

**Job Satisfaction vs Salary:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between salary and job satisfaction

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between salary and job satisfaction

**Table.9.Job Satisfaction vs Salary**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	0.331	3	0.110	.111	0.953
Within Groups	120.021	121	0.992		
Total	120.352	124			

**Inference:** The significant value 0.953 which is greater than 0.05, so null hypothesis is accepted and alternate hypothesis is rejected. There is no significant difference between salary and job satisfaction.

**Work Pressure and Blood Pressure**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between work pressure and blood pressure

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between work pressure and blood pressure

**Table.10. Work Pressure and Blood Pressure**

	Correlations	Work Pressure	Blood Pressure
Work Pressure	Pearson Correlation	1	-0.222(*)
	Sig. (2-tailed)		0.013
	N	125	125
Blood Pressure	Pearson Correlation	-0.222(*)	1
	Sig. (2-tailed)	0.013	
	N	125	125

\* Correlation is significant at the 0.05 level (2-tailed).

**Inference:** The significant value 0.013 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between work pressure and blood pressure.

**Work Tension Vs Family and HR Officer Pressure:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between work tension to family and higher officer pressure.

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between work tension to family and higher officer pressure.

**Table.11.Work Tension Vs Family and Higher Officer Pressure**

	Sum of Squares	df	-Mean Square	F	Sig.
<b>Between Groups</b>	25.563	4	6.391	5.072	0.001
<b>Within Groups</b>	151.205	120	1.260		
<b>Total</b>	176.768	124			

**Inference:** The significant value 0.001 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between work tension to family and higher officer pressure.

**Work Pressure Vs Disturbed Sleep:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between work pressure and disturbed sleep.

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between work pressure and disturbed sleep.

**Table.12.Work Pressure Vs Disturbed Sleep**

	Correlations	Work Pressure	Sleep
<b>Work Pressure</b>	Pearson Correlation	1	-0.125
	Sig. (2-tailed)		0.165
	N	125	125
<b>Sleep</b>	Pearson Correlation	-0.125	1
	Sig. (2-tailed)	0.165	
	N	125	125

**Inference:** The significant value 0.165 which is greater than 0.05, so null hypothesis is accepted and alternate hypothesis is rejected. There is no significant difference between work pressure and disturbed sleep.

**Deadline Panic Vs Disturbed Sleep:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between deadline panic and disturbed sleep

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between deadline panic and disturbed sleep.

**Table.13.Deadline Panic Vs Disturbed Sleep**

	Correlations	Deadline Panic	Sleep
Deadline Panic	Pearson Correlation	1	0.241(**)
	Sig. (2-tailed)		0.007
	N	125	125
Sleep	Pearson Correlation	0.241(**)	1
	Sig. (2-tailed)	0.007	
	N	125	125

\*\* Correlation is significant at the 0.01 level (2-tailed).

**Inference:** The significant value 0.007 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between deadline panic and disturbed sleep.

**Higher Officer Pressure Vs Angry When Sub Ordinates Doesn't Finish Work:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between higher officer pressure and angry when sub ordinates doesn't finish work in perfection.

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between higher officer pressure and angry when sub ordinates doesn't finish work in perfection.

**Table.14.Higher Officer Pressure Vs Angry**

ANOVA	Sum of Squares	df	Mean Square	F	Sig.
<b>Between Groups</b>	18.007	4	4.502	2.808	0.029
<b>Within Groups</b>	192.361	120	1.603		
<b>Total</b>	210.368	124			

**Inference:** The significant value 0.029 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between higher officer pressure and angry when sub ordinates doesn't finish work in perfection.

**Work Appreciation by Higher Officer and Temper When Something Does Not Go Well**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between work appreciation by higher officer and temper when something does not go well.

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference between work appreciation by higher officer and temper when something does not go well.

**Table.15.Work appreciations by higher officer and temper when something does not go well**

	Correlations	Temper	Appreciation
<b>TEMPER</b>	Pearson Correlation	1	0.555
	Sig. (2-Tailed)		0.043
	N	125	125
<b>APPRECIATION</b>	Pearson Correlation	0.555	1
	Sig. (2-Tailed)	.043	
	N	125	125

**Inference:** The significant value 0.043 which is smaller than 0.05, so null hypothesis is rejected and alternate hypothesis is accepted. There is significant difference between work appreciation by higher officer and temper when something does not go well.

**Table.16.Level of Stress**

	N (Valid)	N (Missing)	Mean		N (Valid)	N (Missing)	Mean
<b>Headache</b>	125	0	2.97	<b>Work life balance</b>	125	0	2.88
<b>Procrastinate work</b>	125	0	2.94	<b>Body pain</b>	125	0	2.88
<b>Angry</b>	125	0	2.69	<b>Anger when work</b>	125	0	2.58
<b>Temper</b>	125	0	2.54	<b>Bored in work</b>	125	0	3.34
<b>Sleep</b>	125	0	3.14	<b>Important days forgot</b>	125	0	1.94
<b>Work tension to family</b>	125	0	3.18	<b>Sexual harassment</b>	125	0	2.05
<b>Back pain</b>	125	0	2.49	<b>Minimize stress</b>	125	0	3.72
<b>Blood pressure</b>	125	0	2.85				

Total Mean is 2.81, The Level of Stress is Moderate

**Findings:** From the research conducted it has been found that,

- Employees, irrespective of years of experience, undergo stress.
- Employees stress level does not depend on their age and their experience
- With increase in age, employee's job satisfaction increases.
- As the employees experience increases their work pressure also increases, which causes stress in them.
- As the employees experience increases their pressure during deadline is more, which causes stress in them.
- Irrespective of the job designation Employees will experience stress.
- With increase in experience stress on employee increase.
- There is change in salary and job satisfaction
- The employees blood pressure increases due to more work pressure, this causes stress in them.
- Employees when pressured by their higher officer they tend show it on their family.
- When employees have disturbed sleep it is not due to work pressure.
- When employees get stressed due to deadlines they get disturbed sleep.
- When the employees get pressure from higher officer, they stressed up and tend to get angry when their subordinates don't finish their work in perfection.
- When the employees get pressure from higher officer, they lose their temper when something doesn't go well and get stressed.
- The total mean is 2.81, so the employee stress level in TTPS is moderate.

**Suggestions for Future Study:** Employees do have a moderate level of stress. Stress can be minimized by different ways. Supervisors know the means of providing support, guidance and support minimize employee stress. Whereas supervisors having deprived management skills or with personal issues, couldn't assist employees dealing with stressful times, they themselves are a marvellous stress source. Supervisors give confidence to employees for talking freely and hold up one another. When employees feel motivated their stress will be reduced and productivity can be increased. Employees to minimize stress they are doing yoga, walking, listening to music, talking with friends, sleeping. Along with this organization also can give then stress management programmes, outbound training for stress relief.

## 2. CONCLUSION

A study on Stress in women and their behaviour and psychological changes was carried out at Tuticorin thermal power station. The study has been executed by choosing 125 women employees working in TTPS. Data has been collected by means of a questionnaire. Data summed up has been analyzed depend on pre-determine objectives. Different causes and factors relating to stress, level of stress in employees was found out and the analysis assisted in coming out with the specified findings and recommendations. The total mean is 2.81, so the employee stress level in TTPS is moderate.

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