Management Standards and Occupational Stress Symptoms

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Abstract— A large number of Workers are suffering from different kinds of stress factors. Tackling stress factors not only help employees to reduce stress but also its symptoms by which we can improve their Health. A better way for reducing occupational stress is by using MS tools. By constantly monitoring there cause Stress can be reduced to some extended. This research finds the relation between the MS standard and Stress related symptoms. Structural equation modelling is used to validate the model.

Keywords— Demand, Role, Behavioural factors.

I. INTRODUCTION

Stress is a common name in many industries. The Main difficulties for industries are finding their cause. The impact of stress is severe in some case or it may be traumatic. The stress makes a person a weaker part of the society. Tackling stress and its symptoms requires knowing how to handle its cause and effects. Most of the Analysis of stress in done through Field surveys. The main outcomes of stress will be in the from change in attitude or Behaviour. For some of them it will be affect physically and for others it may be mentally. Lacks of concentration, loss of interest while at work are the main concern. In the coming section we will find how we find stress factors using survey and its cause using 5 point likert scale.

II. LITERATURE REVIEW

The good management of occupational stress is known as ‘management Standards’ [1].The main guide line for tackling work-related Stress.

A. Demand: Work load or needs of the organisation that has to satisfied [1].
B. Control: The way people do their work in order to achieve satisfiction [1].
C. Support: The help and encouragement from the organisational environment [1].
D. Relationship at work: Avoiding conflicts to create better working environment [1].
E. Role: what role does a worker has to do while at work and to avoid conflict role [1].
F. Change: How organizational changes are informed to the workers [1].

III. MANAGEMENT STANDARDS AND STRESS RELATED SYMPTOMS

Fig 1.1 Stress Symptoms
The management standards and work related symptoms can predict stress to much extend. The relation between them shows the intensity of stress. The main symptoms of stress are Psychological, Behavioural and Physical refer fig1.1. These factors are collected by conducting survey on the required sample size. The management standards were developed by Health and safety executives to help reduce the levels of work related stress[1].

IV. METHODOLOGY
The methodology includes the following procedure [6].

A. Defining the problem
B. Review of literature
C. Hypothesis
D. Collecting data through Survey
E. Analyse and interpretation.

The survey was done through direct interview in a 5 point likert scale. The data was analysed using spss software. Analysing methods like descriptive statics and reliability statics were done to see the consistency in the data. Relation between the variables was estimated using correlation analyses.

V. RELIABILITY STATISTICS
Cronbach’s alpha estimates the consistency in the data. this help us finding the consistency the greater alpha value indicates the more its reliable . In the present case the alpha value was 0.71 which is the better case.

<table>
<thead>
<tr>
<th>Cronbach’s alpha</th>
<th>No of Items</th>
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<td>0.71</td>
<td>8</td>
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Table 1.1 Cronbach’s alpha value

The above Table1.2 shows the Item – Total Statistics .If any of the factors is not considered the reliability of the scale will be affected accordingly.

VI. CORRELATION ANALYSIS
The correlation analysis shows the strength of relation between the variables.

Table 1.3 Correlation between Demand and Stress factors

**. Correlation is significant at the 0.01 level (2-tailed).
Demand and psychological have a correlation of 0.719, while Demand and behavioural have a correlation of only 0.510. Both correlations are positive. Demand and Psychological symptoms show a strong positive relationship which means if demand increases psychological symptoms also increases. Demand and Behavioural symptoms show strong positive relationship. Demand and Physical symptoms show medium positive relationship.

VII. SPSS STRUCTURAL EQUATION MODELING

Here the occupational stress is the unobserved variable and other factors like demand, role, physical, psychological and behavioural determine the unobserved variable. The next step is to build the model. In the text output we need to look at two tabs for determining model fit: Notes for the Model. This has the Chi Square statistic Model Fit. This has the CFI, TLI, and RMSEA.

![Fig 1.2 SPSS structural equation modelling](image)

<table>
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<tr>
<th>Table 1.4 Baseline Comparisons</th>
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<td>Model</td>
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<td>Default model</td>
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<th>Table 1.5 RMSEA</th>
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<tr>
<td>Model</td>
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<td>Default model</td>
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<td>Independence model</td>
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For CFI, Required values > .95
For TLI, Required values > .90
For RMSEA, Required values < .08
Since in our model the CFI, TLI, RMSEA satisfy the prescribed conditions our model fits the assumption.

VIII. CONCLUSION

The finding of our study is that the HSE MS Indicator Tool is positively associated with stress symptoms. Demand showing strong relation with psychological symptoms. Reliability analysis was done to see the internal consistency in the scale the cronbach alpha was 0.7 which indicates strong consistency in the scale. The correlation analysis showed strong positive relation between demand with psychological and behavioural factors.

REFERENCES

tool: an investigation within four organizations by the Corporate Health and Performance Group.

