OBJECTIVES OF THE STUDY

The objective of the research is to determine the individual’s experience of stress of different levels, viz., normal, high and very high. The cause of the stress within, or outside the organization, will be determined. Outside the organization this includes factors, such as, political and social and technological changes, as well as personal and financial problems. Within the organization these include organizational functioning, task characteristics, physical working conditions and job equipment, career opportunities, social matters and remuneration, fringe benefits and personnel policies of the organization. To carry out systematic investigation, Questionnaire based on Experience of Work and Life Circumstances will be employed. The study will also include investigation of the possibilities of stress management at work place itself.

To study the existing stresses levels of the employees and employers in the organization for a comparison between the workplace stress of a normal land based office person and a defence (sea going service) person.

To know the attitude of employees and employers towards the environment of work life.

To study the various factors that affects the quality of work life in an organization due to stress at work place.

To find out the extent of relationship between various factors that affects the quality of work life due undue stress in the organization.

3. AIM OF THE STUDY:

There has been much concern today about decent wages, Government working hours, conductive working conditions etc. There has always been stress at work place in the life of all employees which affects the quality of Work life. The stressors may be favourableness or unfavourable of environment for people. The aim would be to create a stress free and quality working conditions in the organization which would:

(a) Promote individual learning and development,
(b) Provide individuals with influence and control over what they do and how they do it, and
(c) Make available to the individuals interesting and meaningful work as a source of personal satisfaction and a means to valued personal rewards.

A less stressful working environment is also important in relations to

(a) Job satisfaction, humanizing work or individualizing the organization and
(b) Organizational development programmes.

It implies that the basic strategy for improvising the less stressful work place is first to identify the factors responsible, and then try to eliminate them or at least reduce to some extent in their working environments.