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CONSTRUCTION WORKERS STRESS IN NAMAKKAL DISTRICT

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ABSTRACT

***Purpose**: The aim of the study is to identify the factors that affect the workers stress in building industry which creates life and death.*

***Design methodology /Approach:** The study is done only inside the Namakkal construction industry and hence given are applicable only for the projects inside Namakkal district. We have used questionnaire method for collecting the factors from the construction industry.*

***Findings:**The study had made the factors that affect the workers stress in the building construction projects visible to the construction industry and also helps in finding solution for the factors to manage the stress of the construction projects.*

***Research implication**: The identified factors and their solutions will help the construction industry of Namakkal to improve their projects without any stress in the future and it will be useful for the economic growth and welfare of the construction workers.*

Keywords: Workers Stress, Building Industry, Namakkal, Questionnaire.

I INTRODUCTION

From the past history and the real world changes the building construction industry has witnessed tremendous institutional and organizational transformation across the globe. Being in the extremely competitive environment tight budget and fixed time frames construction professionals are more stressful and in greater work force (Wahab 2010).

From a psychology-technical perspective, stress is "psychosocial factors affecting general medical conditions" (DSM-IV-TR, 2000).

Perhaps a more useful definition comes from the NATIONAL INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH in the US which defines stress as: "The harmful physical and emotional response that occur when the requirements of a job do not match the capabilities, resources or needs of the worker" (NIOSH, 1999).

Work stress can be physically and mentally harmful to workers and it is related to physical condition, personal characteristics and organizational structures (Ng et al., 2005, Haq et al., 2008; Lath 2010). Since stress varies from one individual toand context to another (Wong et al, 2010).

The business world has been sensitive to the effects of stress for some time with Employee Assistance Programs (EAPs) having been initiated in several countries decades ago (Arthur, 2000).

Employee stress has been documented by many researchers since it has perceived consequences for both individuals and organizations (Lee &Ashforth, 1993; Meyerson, 1998; wrightandHobfoll, 2004, Zohar, 1997).

The construction industry is one of the most hazardous in terms of safety issues (Larsson & Field, 2002; Mohamed et al; 2009; Niza et al; 2008; Sanshall, 2005).

Stress is not limited to any particular profession (Ng et al, 2005; Lath, 2010). However Statt(1994) noted that construction work is the third most stressful profession after mining and police work.

II AIM AND OBJECTIVES OF THE STUDY

The following are the objectives of the study,

- ✓ To identify the stress factors and its impact on construction workers.
- ✓ To measures different dimensions of stress among the construction workers.

III LITERATURE REVIEW

Ibem et al (2011) identified that the stress and strain among construction workers. Drawing from Seyler's submissions, **Pulat (1997) and Maritno andMusri (2001)** opined that some amount of stress is necessary to generate enthusiasm and creativity for optional productivity. They also cautioned that too much stress poses great risk to workers safety, health and emotional stability.

With regards to stress factors, **Sutherland and Davidson (1989)** noted that work overloads, working long hours and role ambiguity are known to be leading causes of stress and **Statt (1994)** asserted that timepressure, constant work rotation and unstable work due to temporary contracts can contribute to psychosocial stress among workers.

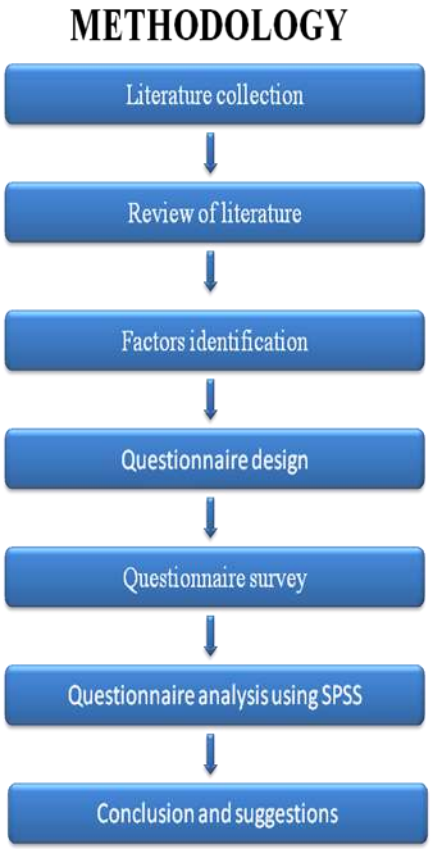
Leiter (1991); Ng et al., (2005) shows that inadequate room for innovation, unsatisfactory remuneration, ambiguity of job requirement, inadequate knowledge of project objectives are the factors which creates stress among workers.

Employment stress has been documented by many researchers. Hence, this study indicates that heavy workload, time pressure, lack of provisions at site, remuneration are the key factors leading to be causes of stress among workers in construction industry.

Anderson(1976) noted that work stress is a consequence of man's exposure to conflict with his fellow workers disintegration of work process in to isolated routines, shift work environment, automation, rapid technological change and urbanization.

Moreover, recent studies shows that construction workers experienced much more stress at their work place than at home and this had negative effects on their health and productivity at work **(Wahab, 2010; Halkors and Bousinakis, 2010).**

IV RESEARCH METHODOLOGY



V IDENTIFICATION OF STRESS FACTORS

1. Unhappiness in job
2. Heavy work
3. Poor communication
4. Anxiety
5. Depression
6. Low self esteem

7. Work pressure
8. Non coordination of people
9. Lack of provision at site
10. Sleeplessness
11. Safety
12. Family problems
13. Poor remuneration
14. Uncomfortable site office
15. Pollution
16. Infrastructure
17. Job security
18. Time pressure
19. Too much responsibility
20. Recognition
21. Introduction of new technology
22. Discrimination
23. Harassment at work
24. Eating disturbance
25. Inadequate staffing
26. Unfair treatment
27. Skin problems
28. Irritation
29. More sensitive
30. Fatigue

5.1 Respondence Rate

No. of Companies = 200

No. of Companies Responded= 60

Respondence Rate = 30%

5.2 Demographic Profile of The Respondent

S.No	Demographic profile variable	Category	No. of Respondents	Percentage
1	Gender	Male	40	66%
		Female	20	34%
2	Age	21-30 years	10	17%
		31-40 years	16	27%
		40-50 years	21	35%
		Above 50 years	13	21%
3	Experience in construction field	Less than 2 years	3	5%
		2 years to 5 years	10	17%
		6 years to 10 years	30	50%
		11 years to 15 years	8	13%
		Above 15 years	9	15%
4	Work type	Quality engineer	6	10%
		Project engineer	20	33%
		Proclamation engineer	8	13%
		Site engineer	26	44%
5	Education qualification	Diploma	0	0%
		B.E	31	51%
		M.E	26	44%
		Dual degree	3	5%

VI CONCLUSION

The study focused on work stress factors among construction workers in namakkal. The findings show that the key stress factors among workers were high volume of work, adequate space in site and lack of security. The findings of this study have some implications that require attention in eliminating or reducing stress factors among workers in construction industry. Stress can motivate you to get that promotion at work. But if you don't get a handle on your stress and it becomes long-term, it can seriously interfere with your job, family life and health. The mitigation measures may be considered aiming to reduce stress and give comfort environment to

construction workers to carry smooth working conditions. First the pressure is to be reduced which most often may lead to stress. Pragmatic and workable strategies are needed to improve the level of security and physical working environment of workers on building construction sites. Also, we recommend the provision of recreational facilities and stress counseling programmes for workers may reduce the stress. Furthermost, the study also identified that there is a significant impact exist between infrastructure, communication and relationship dimensions of construction workers stress and job satisfaction.

VII LIMITATION AND SCOPE FOR FURTHER RESEARCH

Even though the study achieved its objectives, the researchers found some problems. First ,this study considered only few factors. In further, similar studies more number of factors were considered. This study has been conducted in india. Similarly this study can be extended to other countries. In addition to this, comparative study can also be conducted with regard to different industries workers. The findings of the study can also used for other organized and unorganized sectors.

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