

*CHAPTER V*  
*FINDINGS*

## FINDINGS

1. Mean values shows that the age group is concentrated between 25-30 and 40-45. table 4.A
2. 77% of respondents are graduates from different fields, there is a positive correlation of qualification held and stress (Please refer table 4.D)
3. Service as an occupation has a negative correlation with stress and productivity. (Please refer table 4.C)
4. Experience is concentrated between 10-12 and 5-7 years respectively. There is no relation with stress, however productivity increases with experience. (Please refer table 4.F)
5. 70 % of the respondents are married and they are under moderate stress levels. (Please refer table 4.G)
6. It is realised that most of the respondents feel responsible towards their family and children, as such the productivity given by them is substantial and moderate ( $r=0.233$ ) and stress level too is moderate enough ( $r=0.233$  or 40%). Please refer Appendix table A2
7. **Major cause of stress is role overload, as an organizational stress, (Please refer Appendix table A2.)**
8. **Unprofitability is the other major occupational stressor resulting in high stress and affecting productivity (Please refer Appendix table A2).**
9. Challenges in jobs does not impact productivity of respondents, hence the stress levels are low, (Please refer Appendix table A2).
10. **To assert the impact of stress on productivity it is found that stress is affecting mainly health problems, (high stress Please refer Appendix table A2), behavioural problems then absenteeism (leading to low stress) and health problems where headache with a prominent affect, ( Please refer Appendix table A2).**
11. The two variables defined (stress levels and nature of casting) are dependent. (please refer HYPOTHESES I)
12. However, Low stress levels are experienced by the respondents due to nature of Casting, Please refer Appendix table A2

13. Two variables defined (stress levels and executive productivity ) are dependent.(please refer HYPOTHESES II)
14. The two variable defined (positive stress and executives productivity) are Dependent, (Please refer HYPOTHESES III.)
15. The respondents agree that they do not work in straneous working conditions, Please refer Appendix tableA2
16. Supportive organizational climate and counselling are the major steps agreed upon to reduce stress, Please refer Appendix tableA2.

### **OTHER FINDINGS**

The researcher other than statistical analysis has carried out thorough discussion with the owners of foundry units especially small foundry units .During the discussion it ia found out that owners of small foundry face external pressures like extended credit period, limited control over oricing of raw materials, profund unfair business practices, productivity variables compared with other foundry units, by employees themselves.