

APPENDICES

STATISTICAL MEASURE: Mean and Standard deviation, Karl Pearson co-efficient of correlation, between stressors and productivity

Table A1: Sociodemographic variables

PARAMETER S	STATISTICAL MEASURE				
	MEAN	S.D	Coefficient of correlation with stress	Coefficient of correlation with productivity	STRESS LEVELS: HIGH, MODERATE AND LOW
AGE	3.5	1.607	-0.29358	0.092	Moderate
QUALIFICATION	1.52	0.93	0.291832	-0.13	Moderate
OCCUPATION	1.94	0.31	-0.206724558	-0.41	Moderate
POST HELD	1.70	0.94	-0.05753	0.13	Moderate
INCOME LEVEL	1.70	0.70	-0.12295	0.29	Moderate
MARITAL STATUS	1.11	0.37	0.230022	0.23	Moderate
EXPERIENCE	3.64	1.51	-0.40254	0.17	High
Nature of casting	2.0	0.158	0.344	0.236	Moderate

Table A2: causes of stress and correlation with stress and productivity

ROLE OVERLOAD1	3.24	0.76	-0.0998	0.45331247	Moderate
ROLE OVERLOAD2	2.705882	0.98	0.255983	0.33880586	Moderate
ROLE OVERLOAD3	2.705882	0.91	0.035875	0.42874590 2	Moderate
ROLE OVERLOAD4	2.075	1.35	-0.2021963	0.46505892 9	High
ROLE OVERLOAD5	1.705882	0.97	-0.27067	0.48826802 3	Moderate
ROLE AMBIGUITY1	1.647059	0.98	0.044385	0.66056833 3	Moderate
ROLE AMBIGUITY2	4.117647	0.57	-0.55207	-0.14165804	Moderate
ROLE AMBIGUITY3	2.0000	0.74	-0.20544	0.33751158 8	Moderate
ROLE AMBIGUITY4	2.1764	0.68	-0.27436	-0.03275258	Moderate
ROLE CONFLICT1	1.941176	1.14	-0.10504	0.69117466 8	Moderate
ROLE CONFLICT2	4.0000	0.98	0.367279	-0.27857371	Moderate
ROLE CONFLICT3	2.705882	0.88	-0.17421	0.01683539 9	Moderate
ROLE CONFLICT4	3.0000	0.98	0.133156	0.15012916 7	Moderate
ROLE CONFLICT5	3.529412	0.86	-0.03805	0.12871009	Moderate
COMPENSATION SYSTEM 1	2.941176	1.06	-0.261	0.27883401 2	High

COMPENSATION SYSTEM 2	2.176471	1.11	0.243	0.58222251	High
NATURE OF CASTING	2.411765	0.83	-0.56543	- 0.00889537 5	Moderate
CHALLENGES AFFECTING PRODUCTIVITY DUE TO STRESS	1.882353	0.87	0.2344	0.2254	Moderate
IMPACT OF STRESS	3.588235	0.59	-----NA-----	0.22549380 8	Moderate
HEALTH PROBLEMS	2.235294	1.67	0.175662	- 0.03080831 9	High
BEHAVIOURAL PROBLEMS	2.235294	0.96	0.045615	0.49372370 1	Moderate
POSITIVE STRESS IMPACT ON PRODUCTIVITY AND CAPABILITIES	2	0.84	0.001318168	0.49063947 5	Moderate
STRANEIOUS WORKING CONDITION 1	2.235294	0.67	0.277497861	0.43065669 3	Moderate
STRANEIOUS WORKING CONDITION 2	2.588235	0.9	-0.27762475	0.15514572 8	Moderate
MEASURES TO REDUCE STRESS	3.823529	0.72	-0.3501	0.23687184 5	Moderate

STEPS TAKEN TO REDUCE STRESS	4.5	1.2	-0.2559	-0.58	high
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B1 : CAUSES OF STRESS AND CORRELATIONAL VALUE WITH PRODUCTIVITY INDICES

STRESSORS	EFFECT ON STRESS ON PRODUCTIVITY INDICES					
	Absenteeism Mean-2.23		Health problems Mean-2.23		Behavioural problems Mean =2.0	
	Mean	R ²	Mean	R ²	Mean	R ²
Role overload	2.40	0.23	2.40	-0.03	2.40	0.43
Role ambiguity	2.67	0.30	2.67	0.104	2.67	0.45
Role conflict	3.03	0.26	3.03	-0.017	3.03	0.44
Unprofitability	2.55	0.41	2.55	0.14	2.55	0.66
Straneous working condition	2.30	0.14	2.30	-0.12	2.30	0.08

Table B2:

FOR DETERMINING STRESS LEVELS FOR THE RESPONDENTS THE RESEARCHER HAS CONSIDERED THE FOLLOWING CRITERIA

STRESS LEVEL CRITERION

Normal distribution: score	+1 S.D == high stress	-1 to + 1 S.D ==moderate stress	below -1 S.D ==low stress
Percentile distribution:	25% below: low stress	25-45% moderate stress	45 % above high stress

TableB3: Prodcutivity criterion

DETERMINING PRODUCTIVITY INDICES	1) rate of absenteeism
	2) rate of behavioral problems
	3) rate of health problems

For all 3 indices: percentile distribution	1)0-25%: low productivity
	2) 25-40%: moderate
	3) 45% above high productivity

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QUESTIONNAIRE

Name:

Designation (post):

Age:

Qualification :

Occupation:

Income level: per month

5000 - 10,000

10,000- 30,000

30,000- 60,000

60,000 above

Marital status: single: married:

Experience:

Nature of casting: Al(aluminum)

Fe(iron)

Q1) I have to work a lot in my job

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree.

Q2) My job has many activities which I have to complete beyond the requirement, limited people and limited resource

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q3) The number of activities given to me has to be completed in less time

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q4) I find very less time for household and personal activities due to job responsibilities

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q5) I cannot satisfactorily complete my work due to over activities and limited time

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q6) My job responsibilities and outcomes related to job are not clear and defined precisely

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q7) My job objectives are clear to me and properly known to me

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q8) The job area and job rights given to me are not clear so I am not able to work in full capacity

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q9) My superiors and co-workers expectations are not clear to me.

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q10) My superiors always give conflicting opinions about my job.

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q11) My superiors don't interfere in my job area and my procedure of work.

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q12) I am not provided with enough facilities and information about new job/business

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q13) My workers give their support to follow official instructions and compulsory job procedures

a) Strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q14) New techniques to be used in job are difficult to implement

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q15) I am not rewarded sometimes for the hard efforts and job performance given

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q16) I have to work under stressful conditions

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q17) The nature of casting(Al or Iron) in the foundry units does not affect the stress levels in job

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q18) Complications and challenges makes me stressful which affects the outcome (productivity) of my job.

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q19) There is a positive impact of stress on the outcome (productivity) of my job

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q20) I suffer with the following health problems due to stress

- 1) headache,
- 2) diabetes,
- 3) hyper tension,
- 4) Blood pressure

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Q21) Due to stress I sometimes have behavioral problems at my home with family members

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q22) Many times due to behavioral and health problems faced I remain absent for my work

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q23) My productivity and capabilities are affected due to stress

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q 24) I do not get the opportunity to work together because of the different task in my job

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q25) I do not get social support from my co-workers to share my feelings, problems, happiness.

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q26) Stress and stressful conditions can be tackled in the working environment if proper steps are taken.

a) strongly agree b) agree c)neutral d) disagree e) strongly disagree

Q27) According to you what should be the steps taken to reduce stress

- 1) supportive climate
- 2) good job design
- 3) counseling
- 4) clear job roles
- 5) reducing conflicts