



## MOTIVATIONAL FACTORS AND FULFILLMENT OF SOUTHERN RAILWAY WORKERS – AN EMPIRICAL STUDY

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**ABSTRACT-** This empirical study was primarily examined to grasp the psychological feature factors and fulfillment of workers operating in southern railways. The scientist adopted a survey methodology to gather responses from railway workers through structured form by applying a convenient sampling technique. The applied mathematics tools such as share analysis and mean primarily based ranking has been applied to draw pregnant findings for the analysis objectives. The result indicates that pay is taken into account because of the highest motivating factors, followed by promotion activities and recognition in their order of preference.

**Keywords: Motivation, Amenities, Railway workers, Promotion and Recognition.**

### I. INTRODUCTION

The term stress originates from natural philosophy wherever it refers to the force placed upon Associate in Nursing object to cause straining, bending, or breaking. Within the human context and in scientific discipline, however, stress is usually wont to describe the body's responses to demands placed upon it, whether or not these demands are favorable or unfavorable. Something that causes stress is termed an agent. In standard terms, stress is especially outlined as time pressure. We tend to feel stressed once we don't have the time to perform the tasks that we wish to perform inside a given amount. The perception of your time pressure typically triggers a group of physiological reactions that indicate that we tend to be stressed (Centre for Studies on Human Stress). Stress results from the strain between

An Associate in Nursing reaction to difficulties or challenges Associate in nursing his or her ability to handle and resolve the trying state of affairs. However, individuals address stress depends on the resources that are offered to them and whether or not they have the abilities to utilize these resources. The term agent relates to a difficult incidence that will manufacture stress.

Stress is that the approach citizenry react each physically and mentally to changes, events, and things in their lives. Individual's expertise stress in numerous ways in which and for various reasons. The reaction relies on your perception of an occurrence or state of affairs. If you read a state of affairs negatively, you may seemingly feel distressed powerless, oppressed, or out of management. Distress is that the lot of acquainted kind of stress. The opposite type, estruses, results from a "positive" read of an occurrence or state of affairs, that is why it's additionally referred to as "good stress." Eustress helps you rise to a challenge and might be Associate in nursing remedy to dissatisfaction as a result of it engages centered energy. That energy will simply intercommunicate distress, however, if one thing causes you to look at matters as unmanageable or out of management. many of us regard oral presentation or airplane flights as terribly trying inflicting physical reactions like Associate in Nursing inflated pulse rate and a loss of appetency whereas others anticipate the event. It's usually an issue of perception: A positive agent for one person is often a negative agent for one more.

### II. REVIEW OF LITERATURE

Nadeem leader (2011) examined the impact of activity stress made upon bank workers. A sample of two hundred workers from personal and public banks in Quetta town showed that activity stress was found higher among personal bank workers compared to public bank workers. The study had indicated that in each sector role overload, role authority, role conflict, and lack of senior-level support were found to be the foremost stressors among totally different activity stress variables. The study additionally indicated that the personal workers have high employment compared to public bank workers. The study ended that

the bank workers cannot afford the time to relax and "wind-down" once they were long-faced with work selection, discrimination, favoritism, delegation, and conflicting tasks.

Swaminathan and Rajkumar (2013) examined the stressors in an exceedingly sample of 250 operating professionals from self-owned institutions, corporate, banks, and academic establishments in Chennai. They knew some stressors like degree of labor freedom, manipulation, workplace politics, and surroundings of trust or mistrust. Their study found that workplace politics was a significant stress among the workers. it had been understood that prime stress level was found among the respondents having own business and the respondents over twenty expertise. With relation to the kind of job, the sector job entailed tons of stress and serious pressure because of meeting targets, frequent travel, meeting all sorts of shoppers, operating in irregular hours, daily reportage, and strict management by prime management. The study urged that a smart relationship with colleagues reduces the likelihood of manipulation and workplace politics and promotes understanding.

Dhanalakshmi (2008) supposed to live the amount of stress of the Transport Corporation workers and study the factors that might predict stress. The study was conducted on the list of conductors and drivers from the executive work within the branches of Madras State Transport Corporation in Coimbatore. It had been found that the workers intimate with a moderate level of stress and also the factors known were health conditions, operating conditions, financial edges, temporal arrangement of labor, and grievance redressal. The strain was influenced by the pressure inherent within the job like handling the general public commuters and also the condition of the bus. It had been felt that the management of the Corporation to face the competition has step by step started creating the workers in command of every commutation trip they play. The pressures on the employees" created them psychological feature Factors and Fulfillment of Southern Railway workers – A Empirical Study with relevancy feel insecure. The study urged that the workers could become a lot of passenger-friendly to facilitate the sleek conduct of the bus travel

## **NEED OF THE STUDY**

Stress may be a traditional part of human life within the contemporary world. The result of stress may be a deviation from the present physical and psychological harm of human life. Stress is ineluctable and might occur in all told aspects of life. Stress that's prolonged and managed poorly may result in negative physical, mental, and psychological feature outcomes for humans. Alternative negative outcomes embody anxiety, depression, weakened system, heart condition, obesity, and poor memory. This paper aims to spot the amount of stress among Railroad workers (railway employees). The work of railroad workers is taken into account as very trying and this paper deals with factors that result in stress and fatigue and so to high chance of accident. This paper aims to bring an in-depth review of information on stress, fatigue, and dealing conditions concerning job out-comes of railway workers.

## **SCOPE OF THE STUDY**

The study relies chiefly on the railroad workers operating in the railway department. The study is disbursed to outline however the railway department ought to add terms of managing work connected stress. It identifies the highest most reason for workers littered with stress in railway department.

## **OBJECTIVES OF STUDY**

- To recognize the study is to establish the psychological feature factors among the workers operating in the railway department.
- To explore the amenities fulfillment of railway workers within the southern railway

## **LIMITATION OF STUDY**

The analysis study is proscribed too little sample size. Some data given by the respondents might not be reliable. I used to be powerless to gather the knowledge from all {the workers the workers the staff} owing to the busy schedule of employees. The amount of the study is proscribed to three months of period. Whereas perceptive to the sample respondents and also the data that was collected are correct, therefore there's no likelihood of sampling error. The study is confined solely to workers of the railway department. So the results and conclusion of the study is might not apply to alternative division

### III. ANALYSIS METHODOLOGY

Research methodology may be thanks to solve a scientific analysis drawback. It explains the varied finding of the analysis.

#### Analysis style

An analysis style is a rendezvous of conditions for assortment and analysis of knowledge in an exceedingly manner that aims to mix connection to the research purpose with economy in procedure.

It provides a scientific framework for conducting some investigation. The analysis ought to specify the approach concerning the purposed study. During this study descriptive analysis portrays accurately the characteristics of a selected individual, state of affairs, or a gaggle. The descriptive analysis includes surveys and reality finding enquires of various sorts the foremost purpose of descriptive analysis is the description of the state of affairs because it exists at the moment the descriptive study is beneath taken to establish and to explain the characteristics of the variables.

#### Sample Size

Hence for the study, a sample of a hundred thirty questionnaires has been circulated among the railway workers. I received sample sizes of 124 from the railway workers operating and brought them aboard for convenient sampling.

#### Information collection:

Both primary and secondary information is employed within the project. Primary information are the knowledge collected directly from the railway workers operating victimization the structured form. And secondary information is that from journals, articles, reports, and the web.

### IV. ANALYSIS AND INTERPRETATION

**Table 1 Gender of the Respondents**

Gender	Frequency	Percentage%
MALE	111	89.5
FEMALE	13	10.5
<b>TOTAL</b>	<b>124</b>	<b>100.0</b>

The table 1 clearly shows that out of 124 respondents, in which 89.5 % respondents are male and 10.5 % respondents are female.

**Table 2 Ages of the Respondents**

Age	Frequency	Percentage %
21-30 years	44	35.5
31-40 years	37	30
41-50 years	18	14.5
51 and above	25	20
Total	124	100

Table 2 clearly shows that 35.5% of the respondents are coming under the category of 21- 30 years, 30% of respondents are in the category of 31-40 years, 14.5% of the respondents are in the category of 41-50 years and 20% of respondent are in the category of above 51 years.

**Table 3 Educational Qualification of the Respondents**

<b>Educational Qualification</b>	<b>FREQUENCY</b>	<b>Percentage %</b>
SSLC	51	41.1
Hs/Diploma	29	23.4
Under Graduate	18	14.5
Post Graduate	13	10.5
Others	13	10.5
Total	124	100.0

The table 3 indicates that out of 124 respondents, 41.1% respondents have SSLC, 23.4% respondents are Hs/Diploma holders, 14.5% respondents are under graduate, 10.5% respondents are post graduate, and 10.5% respondents are below SSLC.

**Table 4 Convenient Shift of the Respondents**

<b>CONVENIENT SHIFT</b>	<b>FREQUENCY</b>	<b>PERCENTAGE %</b>
DAY SHIFT	106	85.5
NIGHT SHIFT	18	14.5
TOTAL	124	100.0

Table 4 explains that of 85.5% respondents are interested on day shifts, 14.5% respondents are interested nightshifts.

**Table 5 Income level of the Respondents**

<b>INCOME LEVEL</b>	<b>FREQUENCY</b>	<b>PERCENTAGE %</b>
Less Than 10k	8	6.5
10k To 25k	100	80.6
25k To 50k	16	12.9
TOTAL	124	100.0

Table 5 shows that of 124 respondents, 6.5% responders income level is less than 10,000, 80.6% responder are income level is 10,000 to 20,000 and 12.9% responder income level is 25,000 to 50,000.

**Table 6 Experience of the Respondents**

<b>YEARS OF EXPERIENCE</b>	<b>FREQUENCY</b>	<b>PERCENTAGE %</b>
1 To 5 Years	42	33.9
6 To 15 Years	35	28.2
16 To 25 Years	28	22.6
26 To 30 Years	10	8.1
More Than 30 Years	9	7.3
TOTAL	124	100.0

Table 6 indicates that out of 124 respondents, 33.9% respondents are 1 to 5 years' experience person, 28.2% respondents are 6 to 15 years' experience person, 22.6% respondents are 16 to 25 years experienced person, 8.1% respondents are 26 to 30 years experienced person and 7.3% respondents person are more than 30 years' experience.

**Table 7 Mode of Transport of the Respondents**

<b>MODE OF TRANSPORT</b>	<b>FREQUENCY</b>	<b>PERCENTAGE %</b>
Car	2	1.6
Bus	26	21.0
Train	58	46.8

Bicycle	27	21.8
By Walking	11	8.9
TOTAL	124	100.0

Table 7 shows that 1.6% respondents were traveling through car from home to work place , 21% respondents were traveling through bus from home to work place, 46.8% respondents were traveling through train from home to work places, 21.8% respondents were traveling through bicycle from home to work place, 8.9% respondents who go work place to by walk.

**Table: 8 MEAN BASED RANKING**

S.NO	Motivational Factors	Mean	Std. Deviation	RANK
1	Salary Increase	3.24	1.500	1
2	Promotion	3.02	1.316	2
3	Leave	2.98	1.411	3
4	Motivational Talks	2.72	1.316	5
5	Recognition	2.90	1.506	4

Table 8 clearly shows that increase in salary is consider as the highest motivating factors (3.24), promotion activities motivated to employees (3.02) level, leave is the (2.98) level motivated to respondents, and also motivational talks, recognition is low level to motivated to respondents (2.90) and (2.72).

**Table: 9 RESPONDENTS**

S.NO	AMENITIES PROVIDE BY RAILWAL DEPARTMENT	Mean	Std. Deviation	RANK
1	Railway hospital & reimbursement of medical expenses	3.24	1.500	1
2	Life time free pass	3.02	1.316	2
3	Railway schools, Colleges & Students Scholarship	2.98	1.411	3
4	Quarters(house)&hostel for women employees	2.72	1.316	5
5	Free family tour & holiday homes	2.90	1.506	4

Table 9 shows that most of the respondents highly satisfied railway hospital & reimbursement of medical expenses (3.24), life time free pass are satisfied in (3.02), railway schools, colleges and students scholarship are satisfied level is (2.98), free family tour and holiday homes satisfied to (2.90),and quarters(house)and hostel for women employees are satisfied in (2.72).

## V. SUGGESTIONS AND CONCLUSION

Increased employment, together with the sense that the work role contradicts the family one, cause the development of activity stress. Levels of intervention are counseled to the development of activity stress. Levels of intervention are the organization itself. The targets embrace the identification and analysis of the present stressors, further as corrective measures. a vicinity of their activity stress management is potential factors that contribute to the event of activity stress, we tend to advocate the following:

Evaluation of activity stress risk factors and management of those risks, taking preventive measures for the staff. Reduction of labor overload with rational management of human resources relating to railroad worker establishes a balance between work demands and capabilities of the railroad workers. the main focus on persons includes a personal target-hunting coaching, by the railway department for activity stress management support teams.

Therefore, executives specialized in such fields must be recruited in railway departments. Consequently, mechanisms for interference and management of activity stress ought to act coordination and focus too soon minimizing the stressors, on one hand, and on enhancing psychophysical stability of railroad workers, on the opposite. It's essential to reorganize the work atmosphere (in its broad sense) and take away as several as doable stressors, together with coaching of workers in ways that} with which they'll manage stress and accomplish higher adjustment.

All these ought to be coordinated by employers and present themselves at intervals the geographical point. This interest from leader half ought to be sincere and visual, to push workers health and safety. The review incontestable that a good deal is thought regarding the sources of stress at work, regarding a way to live it, and regarding the impact on a variety of outcome indicators. What was found to be lacking was a translation of those results into observe, and analysis that assesses the impact of interventions that arrange to moderate, minimize or eliminate a number of these stressors. Therefore, it's vital to grasp however work- associated stress affects railroad workers, and what factors in their operating atmosphere cause the best burden. It's additionally of nice importance to realize a lot of information regarding railroad employee" operating conditions, activity stress, and job satisfaction – information that may be accustomed decrease their activity stress and increase their job satisfaction. In an endeavor to contribute to the event of such information. The operating conditions, activity stress, health conditions cause stress among railroad workers. However, it's not solely structured factors and tasks that cause activity stress. The interaction between structure factors and tasks that cause activity stress. The interaction between structure factors and therefore the additionally characteristics of individual staff also plays a major role. as a result of completely different operating conditions, education, social station of the railroad workers in several cultures, it may be assumed that activity stress differs between cultures and cities, and therefore the findings of such studies should be understood from the angle of job surroundings within which they're conducted.

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