A STUDY ON "STRESS MANAGEMENT OF EMPLOYEES" AT "PENFO SYSTEMS"

Ms. K.Madhuri [1], Mrs. Mrs.M.Umrez (Assistant professor) [2], Dr. M.V. Narsimha Rao [3]
(Professor & HOD) .
AUTHOR[1], AUTHOR [2], AUTHOR [3]
MLR Institute of Technology
DUNDIGAL, HYDERABAD.

I. INTRODUCTION ABOUT THE TOPIC

Stress management in the workplace is an increasingly vital concern for organizations aiming to maintain a healthy and productive work environment. As work becomes more demanding and the boundaries between professional and personal life blur, the need for effective stress management strategies has never been more pressing. The ultimate goal is to foster a work culture that promotes well-being, improves employee satisfaction, and enhances overall organizational performance.

The genesis of stress in the workplace can stem from a variety of sources. High workload, tight deadlines, job insecurity, and interpersonal conflicts are typical stressors that can adversely affect an employee's mental and physical health. Furthermore, the rapid pace of technological change and the constant need for skills development can add to the stress burden, making employees feel inadequate or outdated. This complex web of stressors requires a comprehensive approach to management that not only mitigates stress but also fosters an environment conducive to personal and professional growth.

II. NEED OF THE STUDY

The need for the study on "Stress Management of Employees" arises from the growing recognition of stress as a common issue significantly impacting employee well-being and organizational productivity. In today's fast-paced work environment, employees face numerous stressors, including high workloads, tight deadlines, and evolving job expectations. This research aims to identify the primary sources of stress within the workplace and assess their effects on employees'mental and physical health.

III. SCOPE OF THE STUDY

The scope of this study on "Stress Management of Employees" encompasses examining the prevalence and impact of stress among employees. It aims to identify key stressors in the workplace, such as workload, interpersonal relationships, and job security. The study will alsoevaluate existing stress management interventions within organizations and their effectiveness.

IV. OBJECTIVES OF THE STUDY:

The basic objectives of the study include:

- To examine the relationship between stress management and employee productivity.

- To assess the impact of mindfulness training on employee stress levels.

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- To investigate the role of organizational support in stress reduction
- To explore the effectiveness of various stress management techniques in reducing work place stress. To evaluate the long-term benefits of stress management programs on mental health.

V. RESEARCH METHODOLOGY

Research design is the process of creating settings for data collection and analysis in a manner that attempts to balance relevance to the study purpose with procedural efficiency in order to achieve the study objective. In addition to ensuring that the various research activities go well, research design also allows researchers to deliver the most amount of information while exerting the least amount of effort, time, and financial resources possible. The study design serves as a framework for the gathering, measurement, and analysis of information.

VI. SOURCES OF DATA

The research approach includes the collection of primary or secondary data, or a combination of the two. For this study, the researcher has acquired both primary and secondary data from many sources.

Primary data: In this case, primary data refers to information that was acquired by the researcher from staff and their websites in the first place. It is made comprised of information that was gathered particularly for the purpose of the study.

Questionnaire: Corresponding to the nature of the study direct, structured questionnaires with a mixture of close and open-ended questions will be administered to the relevant respondents within the Personnel and other Departments of the organization

Secondary data: Secondary data consists of information that already exists in the form of published report having been collected for another purpose. The data may be published or unpublished. The published data referred to by the researcher are:

➢ Internet

➢ Books on stress management

➢ Articles

Sample design:

Sampling Unit: Employees of Penfo Systems, Hyderabad.

Sampling technique: Convenience samplingSample Size: 50**Statistical tool used:** Percentagemethod

VII. LIMITATIONS OF THE STUDY

- Limited sample size may not accurately represent the broader population, affecting the generalizability of the findings.
- Self-reported data may be biased due to social desirability, leading to inaccurate reflections of actual stress

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levels.

- Potential lack of participation or honesty from employees, impacting the reliability of the collected data.
- External factors, such as personal life events, may influence stress levels, complicating the isolation of workplace stress factors.

Limited scope of stress management interventions studied, possibly overlooking other effective methods and techniques

VIII. REVIEW OF LITERATURE

MASRI ABDUL LASI (2023) This study examines how stress management impacts Kuala Lumpur female police officers' productivity and employee performance. Kuala Lumpur was named Malaysia's most populated city. This study uses a survey to gather primary data to answer research questions.

MEGHNA GOEL (2021) This research examined how different age groups of service workers perceive and manage workplace stress. The study used literature-based data to examine the relationship between stress coping mechanisms and employee perceptions of workplace stress. The study examined occupational stress and coping in 204 randomly selected individuals from three service industries.

DR. NIRMAL SINGH (2021) The study examined Ludhiana industrial workers' working stress and reasons. Targeted were industrial workers from the study area. Data was acquired utilising self-administered questionnaires and simple sampling. From the field survey, the researcher got 50 completed questionnaires.

ANAND PATIL (2021) Successful managers and employers lead workplace stress management. Stress may be mental or physical. Stress is humans' physical and emotional responses to changes, events, and life. Another synonym for stress is tension or concern. Unmet individual expectations due to insufficient resources or drive may lead to stress.

HARRY JOY (2020) This study investigated if stress management affected employee performance. The research examined how stress, management, workload, job ambiguity, role conflict, effectiveness, efficiency, and commitment influenced employee performance.

Dr. UCHECHUKWU SAMPSON (2020) Work performance ratings indicate how near an individual is to meeting requirements. The goal of any banker is to delight consumers so they keep coming back and to compete with other banks worldwide.

J. A. M. LEHMANN (2021) Leaders of small and medium-sized businesses (SMEs) face increased stress due to a range of factors. Moreover, they are rarely offered the chance to enrols in stress management courses. KMU-GO, which stands for Kleine und Mitteller Unternehmen - Gesundheit offensive in German and Small and Medium-Sized Firms - Health Campaign in English, aims to conduct and assess a stress management training program as a consequence.

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IX.   DATA ANALYSIS

Q1. Is the pressure from the superior is very less?

Opinion	No. of respondents	Percentage
Strongly agree	8	16%
Agree	5	10%
Neutral	5	10%
Disagree	15	30%
Strongly Disagree	17	34%
Total	50	100

Interpretation: A significant portion of respondents feel varying degrees of pressure from superiors. While 34% strongly disagree and 10% agree and 16% strongly agree, indicating that pressure from superiors is a concern for some employees.

Q2. Do you feel any work overload?

Opinion	No. of respondents	Percentage
Strongly Agree	24	48%
Agree	16	32%
Neutral	5	10%
Disagree	3	6%
Strongly Disagree	2	4%
Total	50	100

Interpretation: Responses are mixed regarding work overload, with 32% agreeing and 48% strongly agreeing, while 6% disagree and 4% strongly disagree. This suggests that work overload is an issue for a portion of the workforce, but not universally experienced.

Q3.IS there any conflicts arising between employees?

Opinion	No. of respondents	Percentage
Yes	10	20%
No	40	80%
Total	50	100

Interpretation: Opinions on conflicts between employees are varied, 20% of respondents arehaving conflicts among them and 80% of respondents are not arising conflicts among them.

Q4. Do you feel lack of poor communication causes stress?

Opinion	No. of respondents	Percentage
Strongly Agree	6	12%
Agree	8	16%
Neutral	3	6%
Disagree	10	20%
Strongly Disagree	23	46%
Total	50	100

Interpretation: Poor communication as a stress factor is acknowledged by 12% who strongly agree16% who agree. Conversely, 46% strongly disagree 20% disagree, highlighting mixedexperiences regarding communication effectiveness.

Q11. Which of the following factors do you believe contribute most to workplace stress?

Opinion	No. of respondents	Percentage
Workload	24	48%
Lack of work-life balance	18	36%
Unclear expectations	3	6%
Poor communication	5	10%

Total	50	100

Interpretation: Workload is identified as the top stressor by 48% of respondents, followed by lack of work-life 36%, unclear expectations 6%, and poor communication 10%. This indicates multiple contributing factors to workplace stress.

X.   FINDINGS

- Negligible portion of respondents feeling pressure from superior is very high.
- Majority of the respondents felt that there is more work load.
- Lesser number of respondents felt that there is no conflicts arising between employees.
- Lesser number of respondents perception is causing stress due to lack of poor communication.
- Majority of the respondents feel that, lack of training is affecting the work fulfilment stress.
- Respondents expressed diversified opinions with respect to interpersonal relations as one of the causes for stress.
- Most of the respondents are agreed with they have a separate committee in the organization to conduct stress management.
- Greater number of respondents were agreed with existing stress management system in the organization is not effective.
- Negligible percent of respondents believe that company is not giving enough support for their mental health at work.

XI.   SUGGESTIONS

1. Implement Comprehensive Training Programs: comprehensive training programs equip employees with skills needed to perform their roles effectively. Regularly update these programs based on employee feedback and emerging industry standards to prevent stress due to lack of knowledge or preparedness.

2. Enhance Communication Channels: Establish clear and open lines of communication between employees and management. Regularly update staff on changes that may affect their work and stress levels. Encourage feedback and provide multiple avenues for employees to voice their concerns and suggestions.

3. Promote Work-Life Balance: Introduce flexible work schedules and remote working options to help employees balance their professional and personal lives. Encourage taking regular breaks and vacations to prevent burnout and reduce stress.

4. Establish a Stress Management Committee: Form a dedicated committee focused on stress management and employee well-being. This committee should regularly assess the effectiveness of current initiatives and introduce new strategies based on employee feedback and emerging best practices.

XII.   CONCLUSION

The survey highlights several critical insights into stress management within the organization. A diverse representation of respondents underscores the importance of tailored stress management strategies catering to various demographics and job roles. While some employees acknowledge the benefits of existing initiatives like meditation and stress management committees, others express dissatisfaction, indicating a need for more effective and inclusive measures.

XIII.   REFERNCES

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