

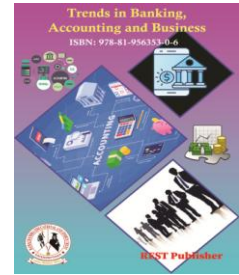


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# Study on Employee Stress Management W.R.T Tennoco India Pvt Ltd

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*Abstract.* Employee stress management with reference in Tennoco Automotive India Pvt Ltd. Carried analysis about the stress management stress refence to the strain from the conflict between our external environment leading to emotional and physical pressure. The Focus of the programs can be directed towards the individual worker to know about the existence if stress among the Employees. The Statistical tools used for the study are simple percentage and Correlation in the current study focuses the factors influencing stress of the employees and result of the study will help to enhance physiological well-being and the health of the employees towards all over the organizational Growth

## 1. INTRODUCTION

Human resource management is an art of managing people at work in such a manner that give their best to the organization. In simple Word human resource management refers to the quantitative aspects of the employees working in a organization. Human Resource management is also management function concerned with hiring, motivating and maintains people in an organization. It focus on people in organization. The function and principle are applied to acquisitioning, developing, maintain and remunerating employees in organization. Employee relations refers to an organization's efforts to maintain positive relationships with employees.

## 2. OBJECTIVES

- To examine the current state of employee relations within the organization, including communication channels, policies, and procedures for conflict resolution, and employee engagement initiatives.
- To identify ways of enhancing healthy relationship between employees and employers in an organization.
- To know whether the working conditions in the company will motivate the employees to work more efficiently and productively..

## 3. NEED AND SCOPE

- Employee Relations: The study can explore the current state of employee relations within the organization, including communication channels, employee engagement initiatives, conflict resolution policies and procedures, and employee feedback mechanisms.
- Organizational Performance: The study can examine the performance of the organization in terms of productivity, efficiency, innovation, financial performance, and employee satisfaction.
- Impact of Employee Relations on Organizational Performance: The study can explore how employee relations affect organizational performance, including factors such as employee motivation, job satisfaction, organizational commitment, and employee retention.

## 4. REVIEW OF LITERATURE

Sethi and Sarma (2022) conducted a study on examining the role of employee relations in enhancing organizational performance. Employee relations have a significant impact on various aspects of organizational performance, such as employee satisfaction, employee engagement, productivity, and turnover rates. Effective employee relations policies and practices, such as clear communication, fair treatment, employee recognition, and opportunities for career development,

can lead to increased job satisfaction, higher levels of commitment and engagement, and lower turnover rates among employees. Highlights the importance of employee relations in enhancing organizational performance and emphasizes the need for organizations to invest in developing and implementing effective employee relations.

Kaur and Kaur (2021) organizational culture plays a crucial role in shaping employee attitudes and behavior, and, in turn, affecting organizational performance. A positive organizational culture, characterized by trust, respect, and a focus on employee well-being, can lead to improved employee morale, motivation, and performance, as well as higher levels of customer satisfaction and loyalty. Engaged employees are more committed to their work, more productive, and more likely to contribute to the organization's success. Effective employee relations policies and practices, such as recognition programs, career development opportunities, and a supportive organizational culture, can help to promote employee engagement and improve organizational performance.

## 5. RESEARCH METHODOLOGY

Research is a scientific and systematic search for pertinent information on a specific topic. Research is an art of scientific investigation. According to Clifford Woody, “Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis”.

## 6. DATA ANALAYSIS

**Interpretation:** figure presents that gender of the respondents in Tenneco Automative India Pvt Ltd., HOSUR. Out of 100 respondents, majority 78 percent of the respondents are male and rest of the percent are female. This study found that majority of the respondents are male.

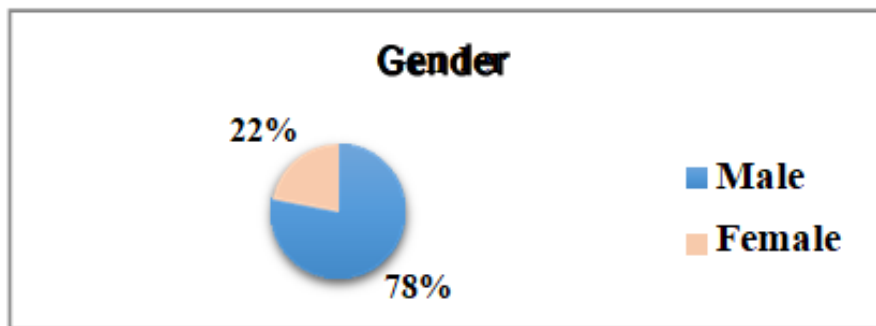


FIGURE 1. Respondents Based on gender

**Interpretation:** Table 4.2 shows that age of the respondents in Tenneco Automative India Pvt Ltd, HOSUR. Out of 100 respondents, Majority 39 percent of the respondents are 25– 35 years age group and 35 percent of the respondents are 35 – 45 years age group. 14 percent of the respondents are less than 25 Years and 12 percent of the respondents are above 45 years age group. It study found that majority 39 percent of the respondents are 25 – 35 years age groups.

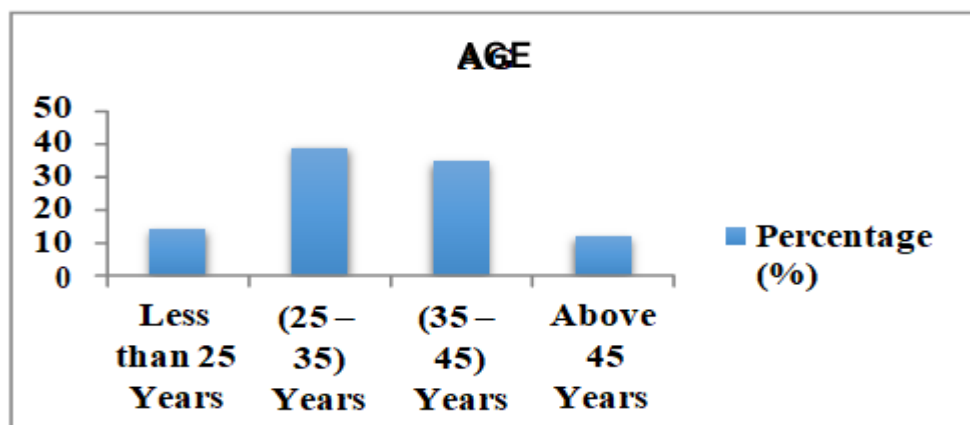


FIGURE 2. Respondents Based on age

**Findings:**

- It study found that majority 78 percent of the respondents are males.
- It study found that majority 39 percent of the respondents are 25 – 35 years age groups.
- It study found that majority 69 percent of the respondents are married.
- It study found that majority 37 percent of the respondents are graduate qualification.
- It study found that majority 56 percent of the respondents are Senior – level employees.
- It study found that majority 43 percent of the respondents are Production department.

## **7. SUGGESTIONS**

Employee relations refers to the way in which employers and employees interact and communicate with each other in the workplace. It encompasses a wide range of activities, including communication, consultation, negotiation, conflict resolution, and collaboration. The quality of employee relations has a significant impact on an performance.

## **8. CONCLUSION**

Result of the study indicates employee relations play a crucial role in organizational performance. By creating a positive work environment that fosters open communication, employee development, conflict resolution, fair performance management, and competitive compensation and benefits, organizations can enhance employee engagement, motivation, and productivity. Additionally, providing opportunities for employee involvement, recognition, innovation, work-life balance, career advancement, and well-being can further improve employee relations and ultimately lead to improved organizational performance. Therefore, it is essential for organizations to prioritize employee relations and implement strategies and initiatives that support and empower their workforce. This will not only improve organizational performance but also enhance the overall employee experience and contribute to the long-term success of the organization.

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