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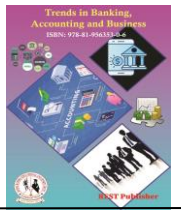

A Study on Employee Stress Management at Sri Balaji Packages Hosur

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Abstract. *Employee stress management is a critical aspect of organizational health, impacting both individual well-being and overall productivity. This study explores the various stressorsprevalent in the workplace, the effectiveness of different stress management techniques, and their implications for employee performance and organizational success. Utilizing a mixed- methods approach, we conducted surveys and in-depth interviews with employees across diverse industries to identify common sources of stress, such as workload, work-life balance, and organizational culture. Quantitative data were analyzed to measure the effectiveness of various stress management interventions, including mindfulness training, exercise programs, and flexible working arrangements. Our findings indicate that stress management programs tailored to specific organizational contexts significantly reduce stress levels and enhance job satisfaction. Employees participating in mindfulness and physical exercise programs reported lower stress and higher productivity. The study concludes that proactive stress management not only improves employee well-being but also contributes to a more positive organizational climate and enhanced performance. Recommendations for future research include longitudinal studies to assess long-term effects of stress management interventions and the exploration of digital tools to support stress management in remote work environments.*

Keywords: *employee stress, stress management, work life balance, mindfulness training,*

1. INTRODUCTION

“Stress is an adaptive response, mediated by individual characteristics and psychological processes that is a consequence of any external action, situation, or event that places special physical and psychological demands upon a person”. Stress management refers to a wide spectrum of techniques and psychotherapies aimed at controlling a person’s levels of stress, especially chronic stress, usually for the purpose of improving everyday functioning. In this context, the term ‘stress’ refers only to a stress with significant negative consequences, or distress in the terminology advocate by Hans selye, rather than what he calls stress, a stress whose consequences are helpful or otherwise positive.

2. OBJECTIVES OF THE STUDY

Primary objective:

To analyze the importance of work stress of employees in the company.
To study employee stress management in SRI BALAJI PACKAGES.

Secondary objective:

To study the importance of work stress among the employees of the company.
To assess the level of work stress of the employees of SRI BALAJI PACKAGES.
To identify the various factors this gives stress to the employees in the company.
To find out the additional ways require making the employees stress free.
To suggest various measures to reduce the work stress of employees working in the company.

3. SCOPE OF THE STUDY

Work stress constitutes an essential tool of an organization. Employee at all level may have stress in their work life work life on a continuous basis. Such stress may make harm for the employees and to the organization. So, it is necessary to manage stress. Work stress is essential for employees to carry out their current and future assignments effectively and efficiently. This study helps the working people and company about how to treatthe stressful employees in the organization.

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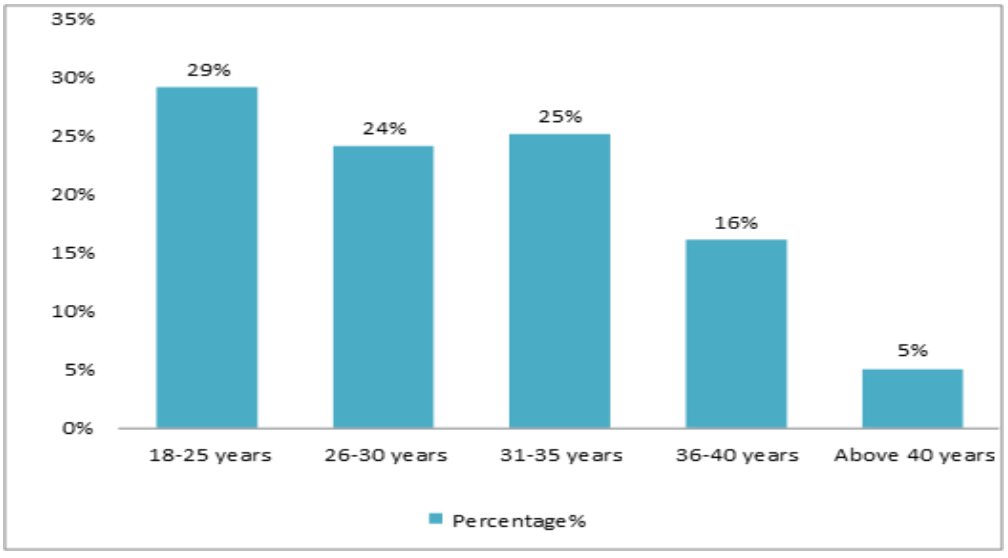
4. REVIEW 0F LITERATURE

Review of literature survey is documentation of comprehensive of the published and unpublished work from secondary sources of data in the areas of specific interest to the researcher. The library is a storage base for secondary base for secondary data and researcher used to spend several weeks sometimes month going through books. Journals, newspaper, magazines, to find information on their research topics. Taylor (1991), USA, cochrory an exercise and a music programmer were examined using two treatment groups and a no intervention control which was waiting for the active intervention to be available. Assignment to groups was random sample attrition was considered as personal support. Stress levels were measured by the perceived stress scale. Rusller(1991), USA, medicine. This study investigated a cognitive, behavioral, and physiological program. The intervention is labeled as personal support. It was compared to a placebo, self-awareness programme involving self-writing and identification of stressors, and a no intervention control, allocation to group was random. Kwandt (1992), USA, cinahl the effect of humor and a relaxation program was tested. Both programs are classified as personnel support. A place group received a workshop on the use of neurological assessment. The interventions were provided in only one session, which lasted for three hours. Razavtetal (1993), Belgium, Cochrane library This study investigated an educational program which is classified as personnel support. A control group received no intervention. Allocation to groups was random. A translated and modified version of the nursing stress scale was used to measure stress levels .no score on scale was reported, only the statistically significant of the difficulty to support owing to several weaknesses in the study design. Tsai and Crockett (1993), Taiwan, Cochrane library A relaxation training program was examined. The program is considered to focus on the personal support. The place intervention consisted of an equal number of lectures on theory analysis. Allocation to group was random. The program used a Chinese version of the nurse stress checklist^27 in a nine-point liker format.

5. DATA ANALYSIS

According to Clifford woody, research comprises “defining and redefining problem, formulating hypothesis or suggested solution, collecting, organizing and evaluating data, making deduction and reacting conclusion and at last carefully testing the conclusion to determine whether they fit the formulating hypothesis”. Researcher is thus an original contribution to the existing stock of knowledge making for it is advancement; it is the pursuit of truth with help of the study, observation comparison an experiment. In short, the search for knowledge through objective and systematic method consisting of enunciating the problem, formulating the hypothesis collecting the fact or data, analyzing the fact and searching certain conclusion either in the form of solution towards the concern problem or in certain generalization from theoretical formulations.

S. no	Age	No. of respondents	Percentage%
1	18-25 years	35	29%
2	26-30 years	29	24%
3	31- 35 years	30	25%
4	36-40 years	20	16%
5	Above 40 years	6	5%
	Total	120	100%



6. FINDINGS

1. The above table shows that 29% of the respondents belong to the age group of 18-25 yearsand only 5% of the respondents belong to the age group of above 40 years.
2. The above table shows that 95% of respondents are male and 5% of respondents arefemale.
3. The above table shows that 37% of respondents come under the educational level of HSCand 6% of respondents come under the educational level of SSLC
4. The above table shows that 33% of respondents earn an income 30,000-40,000 in a monthand 11% of respondents earn an income 40,000 and above in a month.
5. The above table shows that 45% of the respondents have 5-10 years' experience and 3% of the respondents have 20 years above experience.
6. The above tableshows that63% of respondents are says yes for knowingabout stress and37% of respondents are say no for knowing about stress
7. The above table shows that 71% of the respondents feel stress in the workplace and40% of the respondents are feeling stress in the home.

7. SUGGESTION

Giving counseling to the employees when they face a problem, because counseling is the discussion of a problem usually has emotional content with an employee to help the employee cope better. The organization should be providing employees with training in time management techniques to avoid last minute rush in accomplishing the given targets. Employees should be given awareness about healthy food habits and also, they are accessible to healthy food in the organization round the clock. Organizations should provide facilities like gym, yoga, library etc. to relieve stressMany tasks can be delegated to subordinates without losing effectiveness so that we can reduce the overload of work. Provide good working conditions like room lighting, air conditioning seating etc. The organizations have to facilitate the employees for relaxation and entertainment activities.

8. CONCLUSION

The study carried out by use to determine the level of stress management practices inSRI BALAJI PACKAGES The objective of this study is achieved in findings regarding the avoidance of stress among to employee. Management stress can help you have less pain and feel theorizer. It can also help youcope with the extra demand made one you by your scleroderma. By following these suggestions, you may be able to get stress to work for instead of against you. Learn to identify those situations you can do something about and those you can't work at reducing the cause of your stress by communicating better and respecting your limits of energyand pain. Simplify your life, look on the bright side, and develop and keep a sense of humor. Prepare for stressful events by getting extra rest. Remember that you can't change others. Keep in mind that no one is perfect. Seek professional help for serious problems. Finally, remember managing stress is your job. With stress is your job. With stress control, it'll be easier to keep your disease under control.

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