



A study on stress management with reference to a private sector

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Abstract

Stress is considered to be an integral part of one's life; stress can be any kind of worry, anxiety, hassle, trauma, tension, pain or pressure. Stress is sometimes avoidable but sometimes it is unavoidable and one has to become aware of certain measures and ways about how to manage it in an appropriate manner. This is the case study manuscript that involves dealing with stress management; the main focus of this manuscript is to center upon work related stress, stress faced by small and medium enterprises, case studies of positive stress and negative stress; besides these it also highlights the sources, symptoms, types of stressors, and management of stress.

Keywords: stress, symptoms, enterprises, positive stress, negative stress, work related stress

Introduction

Stress is a fact of life, changes take place within one's life and lead to stress, for example, going to school or a college, getting married, changing jobs or health problems are kinds of situations that involve stress. Sometimes situations that cause stress also prove to be beneficial, for example, when a person seeks admission in a college, that contributes towards his personality development, enhancement of knowledge, life and career prospects and well being; on the other hand, pressure of work and studies, travelling to the college, if it is located at a distance, living in a hostel also cause stress within an individual. Stress is unavoidable, situations and circumstances take place within the life of an individual that he cannot avoid stress, but he can cope up with a stressful situation if he learns effectively how to manage stress; he can control the detrimental effects of stress such as trauma and hypertension. In all kinds of professions such as medical, army, education etc. an individual faces stress, but an individual should possess the knowledge within him about how to interpret and react to the circumstances (Personal Development Track, n.d.).

Literature Review

An examination of the preceding research on stress some of the employees is needed to recognize the place by now blanketed. It may assist to discover new regions revealed as to take a look in depth. After facts the idea of pressure, we want take a look at the preceding studies so that you can have a bigger vision of numerous effects of strain on employees. This optimistically lay down the span of the subject for in adding up studies. The past research made on pressure the various personnel are in short reviewed right here:

Singh A. P. and Singh S., 2009, Research Study – His investigation accentuates lying on the wonder of Job Satisfaction in the associations. As indicated by him, action charm is straightly connected to worry just as work lifestyle that an organization gives. He identifies three division in which stress starts and more tasteful worry into two principle types for example esters and Distress. Afterward, he pointed the criticalness of positive pressure and positive activities for better introduction and fulfillment of representatives.

Charu M. 2013, Research Study - In his examination he expressed the higher pressure is legitimately corresponding to estimation of work life for IT experts. He plot few factors in particular legitimate pay structure, solid job needs, supervisory help, suitable occupation environment, ability to fit for the activity, position self-sufficiency and stress that immediately affect the top notch of work life. The fundamental reason of pressure is between the relationship of IT industry is the quick changes in innovation.

Srivastav A.K. 2011, Published Article – The articles center around the idea of job that causes pressure. It says position by and large execution experienced the catastrophe of stress so they ought to be endeavored to lessen or disposed of. The common universe of job pressure was observed to be heterogeneous which can't be manage one uniform

arrangement or mediation all in all. Henceforth, precise issue related arrangement or intercessions ought to be adjusted for better hierarchical execution and viability.

Satija S. and Khan W. 2013, Research Study - According to him Occupational Stress is as same as Job Stress that should be controlled at the work environment or else it will influence contrarily representative's work mentalities and conduct. He performed to watch the examination in the association among Emotional Intelligence and Occupational pressure. The decision of his investigate uncovered that Emotional Intelligence as a noteworthy examination of Occupational weight.

1. Objectives of the Study

1. The study is to recognize existence of work pressure in the company.
2. To study the issue caused due to stress with the workers.
3. To understand various techniques or methods of lower the stress in organizations

2. Sampling Plan

1. Sample Unit; respondents in only Hyderabad (IT Industry, Banking Industry)
2. Sample Size: 100.
3. Sampling Selection: Random sampling
4. Sampling Techniques- Probability
5. Sampling Instrument- Structured Questionnaire

3. Limitations of the Study

1. The studies were conducted within a limited era of time, so it was not likely to study in depth about the concept.
2. The studies were mainly based on the info as given by the respondents.
3. Some respondents where hesitated to give the relevant information due to the fear of management.

4. Analysis and Interpretation of Data

1. Classification of employees' monthly salary

Table 1

Monthly salary	No. of respondents	Percentage
Less than 10K	13	13%
10K-15K	28	28%
15K-20K	25	25%
More than 20K	34	34%
Total	100	100%

Source: Survey Data

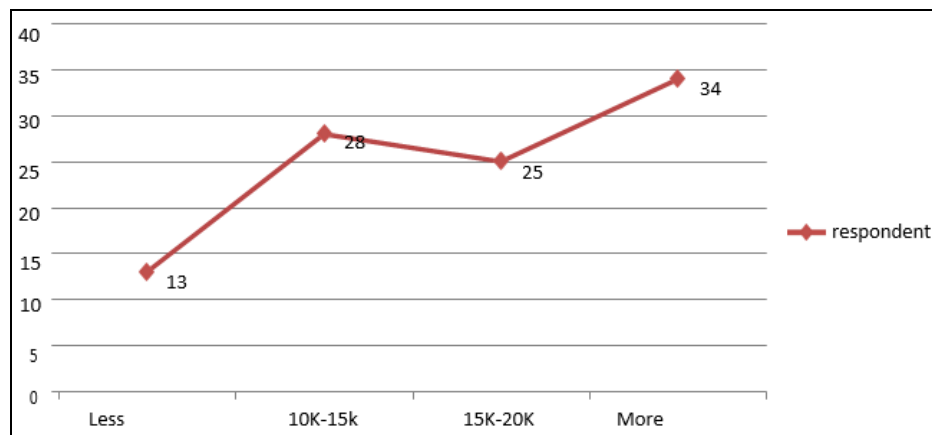


Fig 1: Classification of employees monthly salary

Analysis

It is found from the survey that the employees' monthly salary is good and different basic salary is given to the different employees. In the above graph we can see that 13% of employees are paid less than 10k, 28% of employees are paid 10k-15k, 25% of employees are paid salary up to 15k-20k and 34% of employees are paid more than 20k. By this we can conclude that no of experienced employees are paid high salary.

2. Classification of employees Education Qualification

Table 2

Education Qualification	No. of respondents	Percentage
SSLC	19	19%
PUC	17	17%
Under Graduate	35	35%
Post Graduate	29	29%
Total	100	100%

Source: Survey Data

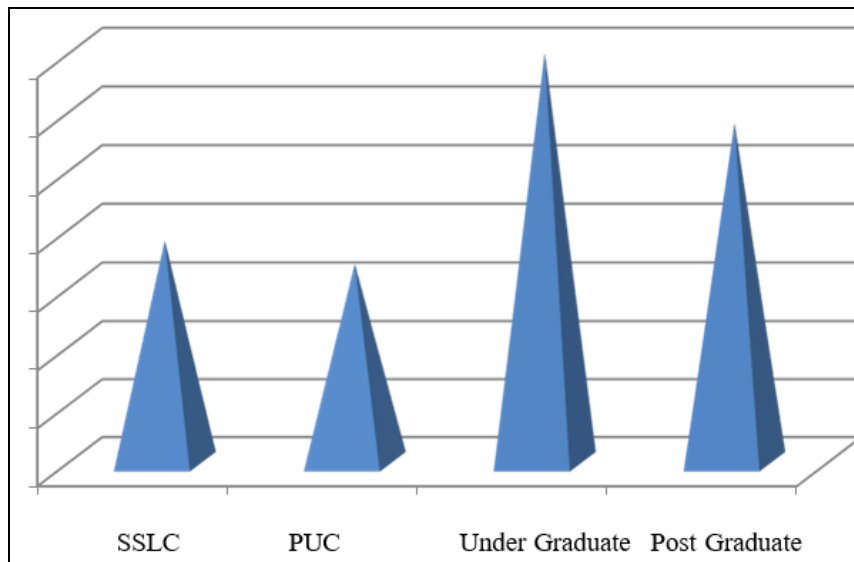


Fig 2

Analysis: It is proved in the survey that 35% respondents are of under graduate and 19% respondents are done with SSLC qualification. And also 17% respondents are completed PUC and 29% respondents are post graduates.

3. Work Experience in IT Sector

Table 3

Attributes	No. of respondents	Percentage
Less than 1year	30	30%
1-5years	25	25%
5-10years	33	33%
More than 10years	12	12%
Total	100	100%

Source: Survey Data

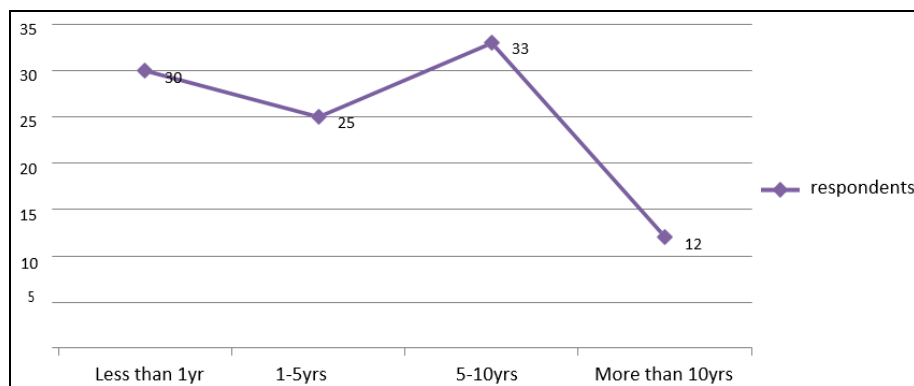


Fig 3: Work Experience IN IT SECTOR

Analysis: It is evident from the tables that 12% workers have more than 10 years work experience, 30% of respondents have less than 1 year experience, 25% of respondents have 1-5 years work experience and 33% of respondents have 5-10 years work experience.

4. Job Satisfaction In IT Sector

Table 4

Factors	No. of respondents	Percentage
Yes	57	57%
No	43	43%
Total	100	100%

Source: Survey Data

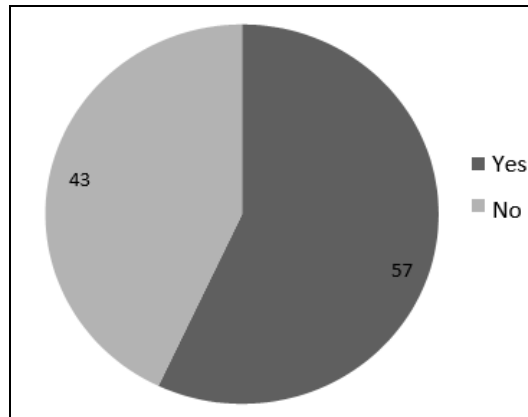


Fig 4: Showing Job satisfaction IT SECTOR

Analysis: In this survey we can see that 57% employees were satisfied with their work because of good environment IT sector and 43% of respondents were not satisfied with their job because of different reason.

5. Reason for stress in employees

Table 5

Reasons	No. of respondents	Percentage
Stress at work	52	52%
Stress at home	48	48%
Total	100	100%

Source: Survey Data

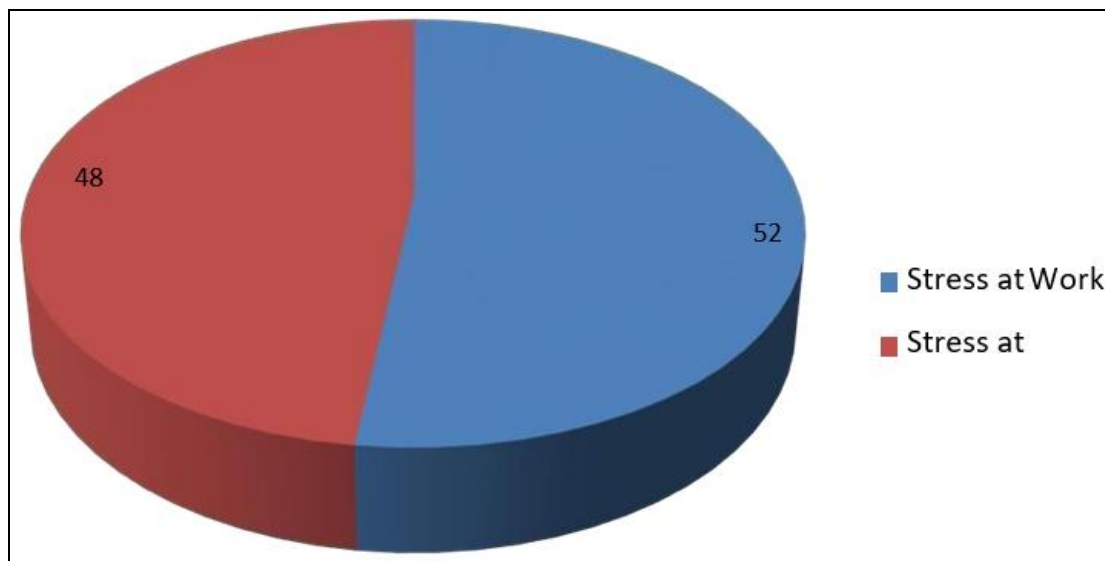


Fig 5: Showing Reasons for stress in employees

Analysis: According to the survey 52% of respondents are suffering work stress because of workload and 48% of respondents are suffering stress at home because of family problem etc...

6. Classification of stress which is caused to employees

Table 6

Factors	No. of respondents	Percentage
Work load	39	39%
Work timing	34	34%
Meeting targets	10	10%
Ventilation	7	7%
Others	10	10%
Total	100	100%

Source: Survey Data

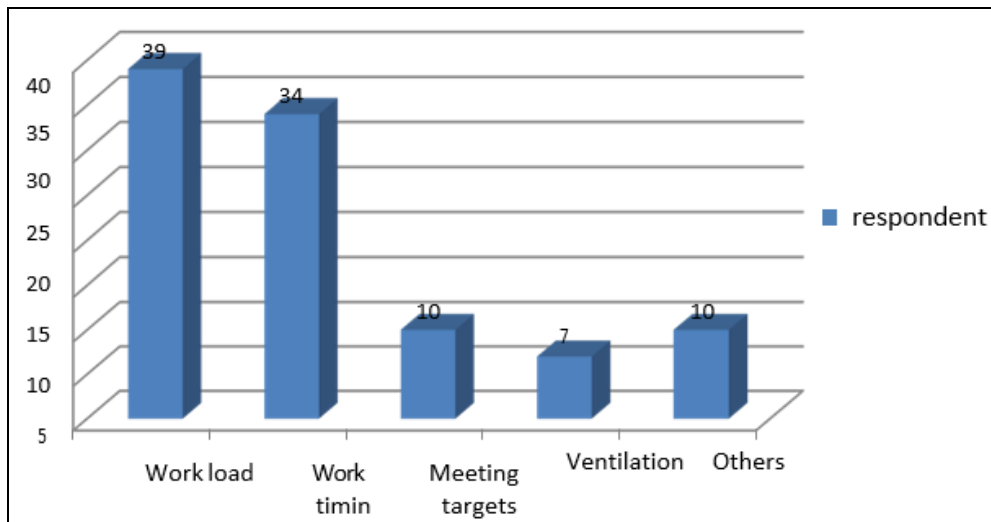


Fig 6: Classification of stress which is caused to employees

Analysis: It is found in the survey that stress is caused due to 39% of respondents are having workload, 34% of respondents are having work timing, 10% of respondents are having meeting targets and other problem and 7% of respondents stress caused due to ventilation.

7. Frustrated due to excessive stress in job

Table 7

Factors	No. of respondents	Percentage
Yes	73	73%
No	27	27%
Total	100%	100%

Source: Survey Data

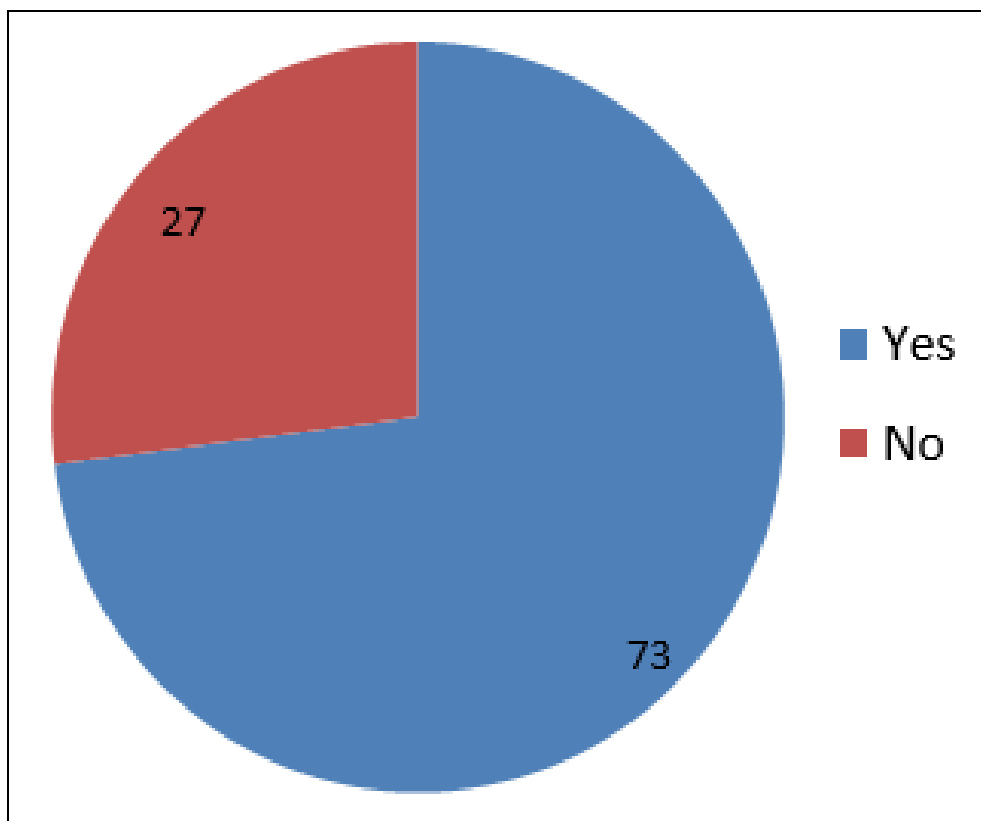


Fig 7: Frustrated due to excessive stress in

Analysis: It states that 73% are frustrated due to excessive stress and 27% of respondents are not frustrated due to excessive stress. So we can conclude that there is stress in the company.

8. Showing Argument with superiors and co- workers

Table 8

Arguments	No. of respondents	Percentage
Yes	18	18%
No	82	82%
Total	100	100%

Source: Survey Data

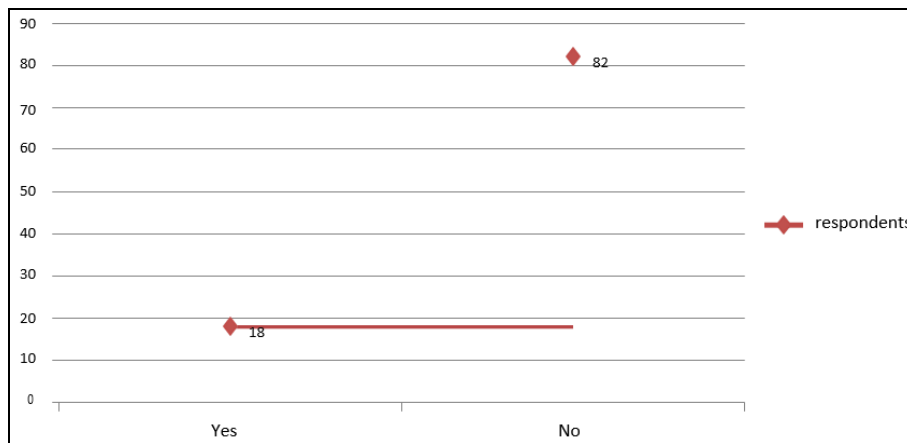


Fig 8: Arguments with superiors and co-workers

Analysis: From the above chart and tables that 82% employees are not arguing with the superiors and co-workers and 18% of respondents will have arguments with the superiors and co-workers. So we can say that there will be arguments for one or the other reason.

9. Showing classification of stress level

Table 9

Level	No of respondents	Percentage
Very high	6	6%
High	21	21%
Moderate	43	43%
Low	19	19%
Very low	11	11%
Total	100	100%

Source: Survey Data

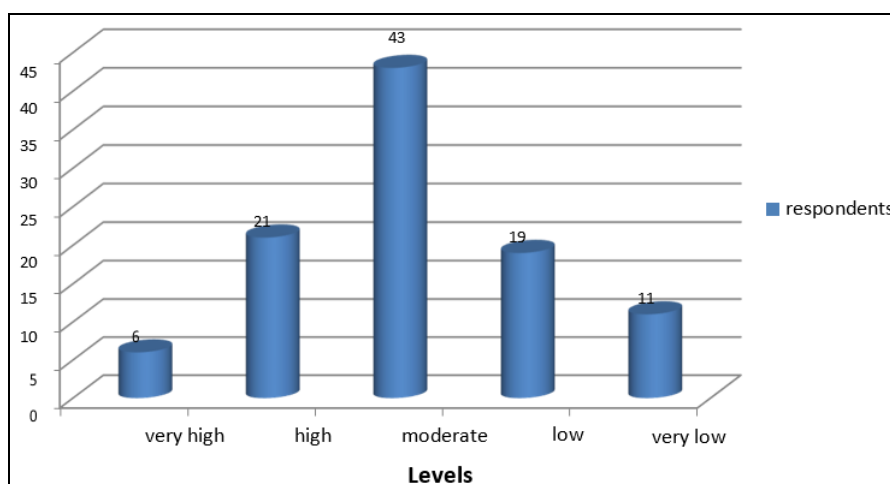


Fig 9: Showing stress level

Analysis: In the above chart 43% of employees says, they have moderate stress level, 21% of them have high stress level, and 19% of employees are having low stress, 6% respondents are having very high stress and 11% have very low stress. So we can conclude that there is both high and low stress in company.

10. Showing Average number of hours during team work

Table 40

Hours	No. of respondents	Percentage
Less than 40	16	16%
40-50	34	34%
50-60	27	27%
Above 60	23	23%
Total	100	100%

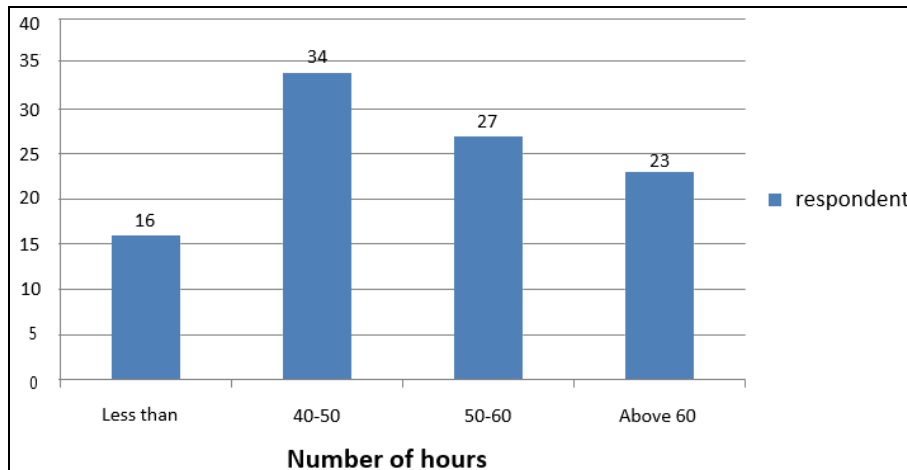


Fig 10: Average no. of hours during team work

Analysis: It is found from the chart that 16% respondents are having less than 40 hours of team work, 34% of respondents are having 40-50 hours of team work, 27% of respondents have 50-60 hours of team work and 23% of respondents have above 60 hours of team work

11. Comfortable with the working environment

Table 11

Factors	No. of respondents	Percentage
Yes	59	59%
No	41	41%
Total	100	100%

Source: Survey Data

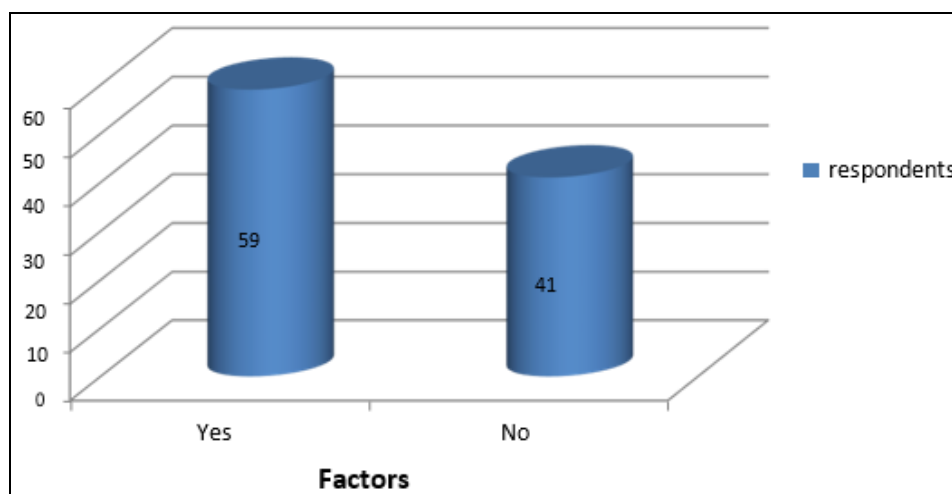


Fig 11: Comfortable with the working environment

Analysis: It is found in the survey that 41% respondents are not comfortable with the working environment and 59% of respondents are comfortable with the working environment. So we say that the working environment is comfortable to the employee.

12. Estimation about the pay package provided by the organization

Table 12

Program	No. of respondents	Percentage
Excursions & tour	79	79%
Sports activities	21	21%
Gym	0	0%
Other	0	0%
Total	100	100%

Source: Survey Data

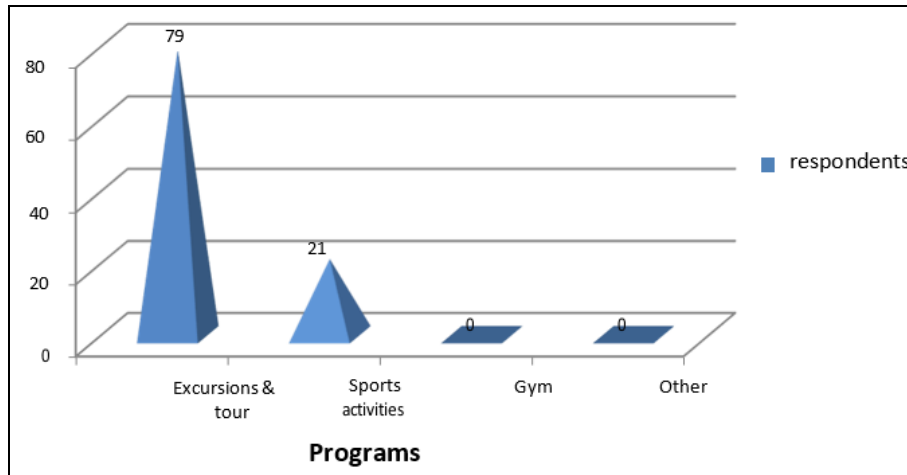


Fig 12: Recreational program to the employees to reduce work stress

Analysis: It is observed from the survey taking recreational program to the employees to reduce their work stress. Here 79% of respondents are happy to go to Excursions & tour, 21% of respondents are interested in sports activities. Gym and other activities are not provided in the management.

13. Showing Relationship between employee and co-workers

Table 13

Relationship	No of respondents	Percentage
Good	66	66%
Bad	14	14%
Can't say	20	20%
Total	100	100%

Source: Survey Data

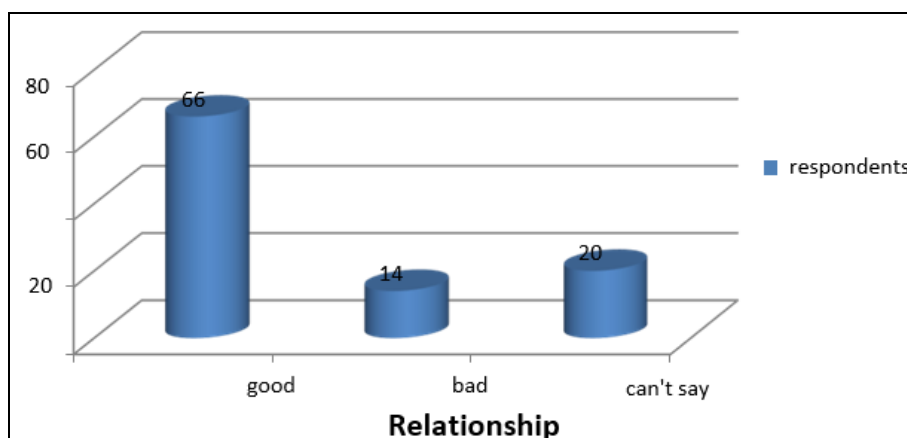


Fig 13: Relationship between employee and co-workers

Analysis: In the above chart that 66% respondent's relationship among co-workers is good, 14% of respondents says that the relationship between co-workers is bad and 20% of respondents relationship between co-workers cannot be justified. And we can conclude that the relationship been employees and c-workers is good.

Spearman's coefficient correlation

X: Represents the level of stress.

Y: Represents work completion deadline is the source of stress.

Table 14: Showing rank correlation of level of stress to the work completion deadline.

Factors	X	Y	R1	R2	R1-R2=D	D ²
1	6	9	5	5	0	0
2	21	11	2	4	-2	4
3	43	37	1	1	0	0
4	19	26	3	2	1	1
5	11	17	4	3	1	1

Correlation Calculation

$$r = 1 - [6 \sum d^2 / n(n^2 - 1)]$$

$$r = 1 - [6 * 6 / 5(25 - 1)] \quad r = 1 - [36 / 24]$$

$$r = 1 - 1.5$$

$$r = -0.5$$

Since the r value is -0.5 which is negative the X&Y is negatively correlated. Which means work completion deadline is not a source of stress.

Findings

1. It is found in the samples that the majority 75% of the respondents is male and all are above 50 years of age having more than 20k salary, 35% of them are Under Graduates.
2. Almost 33% of respondents are having 5-10 years of working experience and 57% of them are satisfied with their job.
3. 52% of the respondents are having stress at their work and those working stress are caused by 39% of work load.
4. Nearly 3/4th of the respondents are frustrated due to excessive stress in job.
5. Nearly 82% of the respondents do not make any frequently argument with supervisors and co-workers. Because to maintain good relationship.
6. Most of the respondents say that there is 43% of moderate stress level and a few respondents say there is high stress level in the work. And also 34% respondents do 40-50 hours of team work per week.
7. The nearly 60% of the respondents are comfortable with the working environment.
8. Nearly 39% respondents are highly satisfied about the pay package provided.
9. Nearly half of the respondents say that their company will provide excursion & tour. And 89% of recreational activity is taken once in year to reduce work stress of the employees.
10. Nearly 41% respondents were satisfied to the physical working state of the organization.
11. Here 43% of the respondents will agree that workers can complete their work within a specified given time.

Suggestions

1. The company should take up the work from home transaction strategy. Instead of taking the stress to home, I suggest employers to give space to workers for working from home facility.
2. Counselling is the key solution to the workers to reduce their problem which employee's face in different way in order to help the employees.
3. The employees need to have value for time management techniques that the work can be completed within the exact time.
4. By delegating the task to subsidiary employees without trailing efficiency thus we can decrease the excess of the work.
5. The management should reduce the workload of the employees. So that there will be no tiredness or confusion in taking the decision.
6. Here company should also provide half yearly recreational activities that employees stress be able to be decrease easily.
7. The administration should not point out the employees fault in front of anyone. Instead of that they should give proper instruction about the work.

Conclusion

By study of this project report, it is apprehended that the employees stress management at it sctor, banking sector, hyderabad is extraordinary. I realized that I was successful to gather a lot of significant earning experiences which would help in my future career.

In present environment work stress has become a serious thing to be considered by the employees seriously. The work stress is not only caused by time pressure or over load of work but also by compensation matter. People should manage their different work levels which contribute the respect and values of the organization.

There are no any business enterprise and person stays silent in worrying condition. This study has helped me to improve the existing stress management program.

As I saw within the is taking very good strategies to reduce the employee's pressure and also unique programs are all added to reduce the work stress in employees.

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