

A STUDY ON EFFECTIVENESS OF STRESS MANAGEMENT WITH REFERENCE TO REVATURE

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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Register No.41410014



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | Approved by AICTE

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SCHOOL OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **ALFINA NIFFI 41410014** who carried out the project entitled "**A STUDY ON THE EFFECTIVENESS OF STRESS MANAGEMENT WITH REFERENCE TO REVATUURE**" under my supervision from January 2023 to March 2023.

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DECLARATION

I **ALFINA NIFFI (41410014)** hereby declare that the Project Report entitled “**A STUDY ON EFFECTIVENESS OF STRESS MANAGEMENT WITH REFERENCE TO REVATURE**” done by me under the guidance of **DR.B.Bhavya** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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ABSTRACT

The project is entitled "A study on the effectiveness of Stress management." It brings out the behavioral aspect of the employees due to stress in the company. The research design used in this study is descriptive research design. The purpose of the survey process is to provide a more accurate assessment on the stress level of the employee due to high work pressure, issues with the colleagues, personal problems, lack of training etc., and the stress among the employees makes changes in their periodical activities and affects their behavior in the organization. Employers should provide a stress-free work environment and take action to reduce stress. Workplace stress affects the performance of the brain, including functions of work performance, memory, concentration, and learning. If the employees are stressed the management can provide them flexible working hours, frequent breaks, financial motivations and rewards and recognition which will make the employees to be more productive.

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CHAPTER 1

INTRODUCTION

1.1 OVERVIEW

Stress is a common experience for many people in today's fast-paced world. While a certain amount of stress can be motivating, excessive stress can have negative effects on our physical, emotional, and mental well-being. Stress management refers to the strategies and techniques we use to cope with or reduce stress. Human beings can tolerate a certain level of stress. Stress is highly individualistic in nature. Some people have high levels of stress tolerance for stress and thrive very well in the face of several stressors in the environment. In fact, some individuals will not perform well unless they experience a level of stress which activates and energizes them to put forth their best results.

For every individual there is an optimum level of stress under which he or she will perform, of stress under which he or she will perform to full capacity. If the stress experience is below the optimum level, then the individual gets bored, the motivational level of work reaches a low point and it results to careless mistakes, forgetting to do things and thinking of things other than work during work hours and also leads to absenteeism which may ultimately lead to turnover. If on the other hand, stress leads to too many conflicts with the supervisor or leads to an increase of errors, bad decisions and the individual may experience simian, stomach problems, and psychosomatic illness.

The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders. Stress refers to an individual's reaction to a disturbing factor in the environment. It is an adaptive response to a certain external factor or situation or what can be called environmental stimuli as reflected in an opportunity, constraint, or demand, the outcome of which is uncertain but important. In short, stress is a response to an external factor that results in physical, to an external factor that results in physical, emotional, behavioral deviations in a person.

Stress management in a company is an important consideration for both employees and employers. High levels of stress can lead to decreased productivity, increased absenteeism, and decreased job satisfaction. Stress management is essential for

maintaining a healthy and productive workforce.

Different situations and circumstances in our personal life and in our job produce stress. Those can be divided into factors related to the organization and factors related to the person which include his experience and personality traits. Job related factors are work overload, time pressures, poor quality of supervision, insecure political climate, role conflict and ambiguity, difference between company values and employee values. Person related factors are death of a spouse or of a close friend, family problems, change to a different line of work, prolonged illness in the family, change in social activities, eating habits, health issues, trouble falling asleep etc.

Stress can have a significant impact on employee well-being, productivity, and overall business outcomes. A stressful work environment can lead to burnout, absenteeism, and turnover, while a supportive work environment can lead to better mental health outcomes and increased engagement. Companies have a responsibility to prioritize employee well-being and create a culture that supports stress management. In this article, we will explore some effective strategies for stress management in a company.

1.2 INDUSTRY PROFILE

IT industry:

Information technology (IT) is the use of computer systems or devices to access information. Information technology is responsible for such a large portion of our workforce, business operations and personal access to information that it comprises much of our daily activities. It is a crucial part of the modern economy, with businesses relying heavily on technology to increase productivity, efficiency, and profitability. IT industry is a broad category that includes companies involved in the creation, storage, processing, and exchange of electronic data. The industry has evolved significantly over the years, from the early days of mainframe computers to today's world of cloud computing and artificial intelligence.

History:

The history of the IT industry dates back to the 1940s and 1950s, when the first computers were developed. These early computers were massive machines that could take up entire rooms and were primarily used by government agencies and large corporations for tasks such as data processing and scientific research.

In the 1960s and 1970s, the development of the integrated circuit led to the creation of smaller and more affordable computers, which eventually led to the personal computer revolution in the 1980s. The 1990s saw the rise of the internet and the World Wide Web, which opened up new opportunities for communication and commerce.

In the 2000s and 2010s, the rise of mobile devices, social media, and cloud computing led to further transformation of the IT industry.

Current Scenario:

Today, the IT industry is a vast and rapidly evolving sector that includes a wide range of businesses, from hardware manufacturers to software developers to telecommunications companies. The industry has been transformed by the rapid growth of mobile devices, the proliferation of social media, and the increasing importance of cloud computing and data analytics.

One of the biggest trends in the IT industry today is the move towards digital transformation, which involves the adoption of new technologies to streamline business processes, improve customer experiences, and increase efficiency. This has led to a surge in demand for cybersecurity solutions, as well as cloud-based software and services.

Another key trend in the IT industry is the rise of artificial intelligence and machine learning, which are being used to automate tasks, analyze data, and improve decision-making. The Internet of Things (IoT) is also a major area of growth, as more and more devices become connected to the internet and generate vast amounts of data.

Future Scenario:

Looking ahead, the IT industry is likely to continue to evolve and transform at a rapid pace. Emerging technologies such as blockchain, quantum computing, and augmented reality are poised to have a major impact on the industry in the years to come.

In addition, the ongoing shift towards remote work and digital communication is likely to continue, creating new opportunities and challenges for businesses in the IT sector. Cybersecurity will remain a critical concern, as more and more data is stored and exchanged online.

Overall, the future of the IT industry is likely to be shaped by ongoing innovation, changing customer demands, and a focus on sustainability and social responsibility. As businesses and individuals become more reliant on technology, the IT industry will continue to play a vital role in driving economic growth and improving quality of life

Education:

The education industry is a vast and varied one, playing a significant role in countries around the world. We take a closer look at the current state of play in terms of jobs, skills, and how to get your career started.

➤ Technology roles:

The education technology sector is growing rapidly at the moment. As such, there is a diverse range of jobs available. Some focus more on developing education materials, while others focus on more technical aspects:

- Learning Technologist:

Learning technologists work to manage, research, and develop learning technologies. This includes things like social media, virtual, and online learning. They may also help learners use these tools.

- Educational software programmer:

This role is focused on the creation of apps and other software that facilitate the learning process. It's often a highly technical role that's more focused on programming rather than educational aspects.

- Course designer:

For those who are interested in developing curriculums and teaching/learning materials, this is the role for you. You'll spend time developing, designing, and redesigning courses and creating teaching manuals and guides.

The Education Industry comprises establishments whose primary objective is to provide education. These establishments can be public, non-profit, or for-profit

institutions. Educational institutions contribute, in a major way, to the development of this resource. They are tasked with providing the talent pool for other industries, and this is critical when competing in a global economy. The Education Industry also generates large scale revenues and employment.

The staffing industry:

Staffing firms operate within the business services industry, finding workers for client companies. Unlike recruitment companies, staffing firms primarily deal with temporary and contract job positions, although not necessarily exclusively. Staffing firms find temporary employees to fill job positions for client companies which require staff for short-term work assignments. These positions, which are usually for lower skilled jobs, have vacancies available for a variety of reasons, such as, maternity leave, short term projects or periods of high demand in the company. Despite the candidate working within a client company, they often remain an employee of the staffing agency. This is not the case in all positions, as the employee may go on to be hired permanently by the client company.

The staffing industry is a broad category that includes any company that provides services related to the placement of employees. This can include temporary staffing, permanent placement, executive search, and other related services. Staffing companies typically work with businesses of all sizes in a variety of industries to help them find the right candidates for their open positions.

The staffing industry has seen significant growth in recent years, as more and more businesses are outsourcing their hiring needs to experts. This growth is expected to continue, as the benefits of working with a staffing company becoming more and more apparent.

Some of the benefits of working with a staffing company include:

- Access to a larger pool of candidates: Staffing companies have extensive databases of potential candidates, giving businesses access to a much larger pool of job seekers than they could find it on their own.
- Save time and money: Staffing companies handle all the initial screening and interviewing of candidates, which can save businesses a significant amount of time and money.
- Reduced turnover: Staffing companies can help businesses find candidates that are a good fit for the company and the position, which can lead to reduced turnover.

- Increased productivity: With the help of a staffing company, businesses can fill open positions quickly and get back to business as usual. This can lead to increased productivity and profitability.

1.3 COMPANY PROFILE

Revature is a technology talent development company headquartered in Reston, Virginia. Its unique business model involves hiring recent U.S. college graduates, training them in high demand software skills, and deploying them to work on information technology projects for Revature's corporate and government clients. Unlike coding "boot camps" and most other forms of information technology training, Revature does not charge its students tuition, instead paying them a salary during their training and project work.

Revature was originally founded in 2003 (under the name Multivision) as a traditional staffing agency, but experienced difficulty finding prospective employees with the technology skills employers sought. Around 2014, it became a talent development company with the aim of supplying those unmet needs. the company has partnered with the Thurgood Marshall College Fund to offer scholarships to undergraduates at Historically Black Colleges and Universities that are members of the Fund.

Revature is a technology talent development company providing a turn-key talent acquisition solution for corporate and bootcamps for university graduates. We recruit, develop and deploy enterprise-ready technology talent, enabling our corporate partners to succeed and grow. Through in-person, online and on-campus coding immersion programs, we create a pathway for university graduates with diverse backgrounds to build the knowledge, skills and abilities to reach their potential as technology professionals. Students who successfully complete the program achieve employment with Revature, in an enterprise setting, along with industry certification and continuing education. With its unique talent development strategy, Revature successfully serves a wide range of Fortune 500 enterprises, government organizations and top systems integrators.

HISTORY:

Revature was founded in 2003 (under the name Multivision) as a traditional staffing agency, but experienced difficulty finding prospective employees with the technology skills employers sought. Around 2014, it became a talent development company with the aim of supplying those unmet needs.

In its current form, the company's clients have included Accenture plc, Capital One, the Financial Industry Regulatory Authority (FINRA), and REI Systems, Inc. According to the company, it has trained more than 7,000 software engineers and is, according to Bloomberg, the largest employer of emerging technology talent in the U.S.

In April 2020, during the COVID-19 pandemic, Revature announced that it would "donate approximately 2,000 hours of instructor-led, virtual coding training to essential workers, their families and others who have been impacted by COVID-19."

Other Initiatives:

In September 2020, Revature announced the launch of a suite of new workforce reskilling services designed for companies seeking to retrain their existing employees.

Since 2020, the company has partnered with the Thurgood Marshall College Fund to offer scholarships to undergraduates at historically black colleges and universities that are members of the Fund.

Mission:

Our mission is to create a pathway for qualified candidates from diverse experiences and educational backgrounds to reach their potential as technology professionals.

Achievements:

Revature has proven a track record of placing 10000+ trained students with their clients. Team Revature plays an integral role in transforming the lives of many young people not just by teaching technologies and through grooming sessions. Experts from the industry guide the associates through the entire process, from recruitment to training and even after they have been deployed at our client companies. We are

constantly striving to train as many new graduates as possible and provide them with life-changing career opportunities.

1.4 OBJECTIVE OF THE STUDY

Primary objective

To study the effectiveness of stress management among employees in a company

Secondary objective

- To identify the factor causing stress among the employees.
- To investigate the stress caused by the inadequate working environment.
- To identify the strategies that manage and reduce the stress

1.5 NEED FOR THE STUDY

- To understand the factors that makes the employees to be stressed
- To identify how the employees, handle the stress.

1.6 SCOPE OF THE STUDY

- Helps to analyses the stress caused due to the inadequate working environment
- Helps to find a poor relationship with colleagues or higher authorities.
- Helps to know the factors of stress and to reduce the stress in employees

CHAPTER 2

REVIEW OF LITERATURE

INTRODUCTION:

In this chapter, the researcher has made a study and understand the concepts of stress management. This will help to find our new areas uncovered and to study them in depth. The earlier studies made on stress management are briefly reviewed here.

- **Chen, Y. (2019).** This article provides a systematic review of randomized controlled trials (RCTs) that examine the effectiveness of stress management interventions in the workplace. The author concludes that stress management interventions are generally effective in reducing stress and improving well-being among employees.
- **Zhang et al. (2019)** conducted a systematic review to examine the relationship between job stress and job satisfaction. The review included 58 studies and found that job stress has a negative impact on job satisfaction.
- **Yang et al. (2019)** conducted a systematic review to examine the effects of job stress on job performance. The review included 29 studies and found that job stress has a negative impact on job performance.
- **Kakunje and Suma (2019)** conducted a systematic review to examine the impact of stress management interventions on employee stress and health outcomes. The review included 14 studies and found that stress management interventions have a positive effect on reducing stress and improving health outcomes.
- **Kim and Cho (2019)** conducted a meta-analysis to examine the effects of occupational stress management programs on employees' psychological well-being and job satisfaction. The meta-analysis included 20 studies and found that occupational stress management programs have a positive effect on improving employees' psychological well-being and job satisfaction.

- **Rana and Sharma (2019)** conducted a systematic review and meta-analysis to examine the impact of stress management interventions on blood pressure. The review included 13 studies and found that stress management interventions have a positive effect on reducing blood pressure.
- **Stoffel and Cain (2019)** conducted a review to examine work-life balance interventions for employee well-being. The review included 15 studies and found that work-life balance interventions have a positive effect on reducing stress and improving job satisfaction and well-being
- **Brough et al. (2019)** conducted a randomized controlled trial to examine the effectiveness of stress management interventions for newly appointed middle managers. The trial included 76 participants and found that stress management interventions have a positive effect on reducing stress and improving coping resources and well-being in newly appointed middle managers.
- **Liu and Wu (2019)** conducted a cross-sectional study to investigate the mediating effect of psychological capital on the relationship between social support and job stress among Chinese nurses. The study included 372 nurses and found that psychological capital mediates the relationship between social support and job stress.
- **Memon and Qureshi (2019)** conducted a study to investigate the impact of employee engagement on job stress in the banking sector of Pakistan. The study included 250 employees and found that employee engagement is negatively related to job stress.
- **Duffield and Roche (2019)** conducted a systematic review to investigate the effectiveness of mindfulness-based interventions on physiological, psychological, and behavioral aspects of stress in adults in the workplace. The review included 17 studies and found that mindfulness-based interventions can be effective in reducing stress and improving well-being among employees.

- **Xie and Geng (2019)** conducted an exploratory study to investigate organizational stress management in Chinese enterprises. The study included 242 participants and found that organizational stress management practices, such as social support and job autonomy, were effective in reducing stress levels among employees.
- **Bokhari, Ashfaq, and Shahzad (2019)** conducted a study to investigate the impact of workplace spirituality on job stress and job satisfaction in Pakistan. The study included 283 participants and found that workplace spirituality was negatively related to job stress and positively related to job satisfaction.
- **Khemthong and Phornphibul (2020)** conducted a systematic review investigate effect of physical exercise on stress management among employees. The review included 15 studies and found that physical exercise can be an effective intervention for reducing stress among employees.
- **Hassan, Zainudin, and Hamid (2020)** conducted a systematic review to investigate the effectiveness of stress management interventions among healthcare professionals. The review included 29 studies and found that stress management interventions, such as mindfulness-based interventions and cognitive-behavioral therapy, can be effective in reducing stress and improving well-being among healthcare professionals.
- **Mekonnen and Gebrehiwot (2020)** conducted a study to investigate the effect of stress management on employee job performance in Ethiopian banks. The study included 385 participants and found that stress management interventions, such as stress reduction programs and counseling services, were effective in improving employee job performance.
- **Singh and Jain (2020)** conducted a study to investigate the role of social support in moderating the relationship between occupational stress and burnout among Indian professionals. The study included 252 participants and found that social support can buffer the negative effects of occupational stress on burnout.

- **Lee, Choi, and Park (2020)** conducted a study to investigate the relationship between job stress and job satisfaction among hotel employees in South Korea, and the mediating role of psychological capital. The study included 291 participants and found that psychological capital partially mediated the relationship between job stress and job satisfaction.
- **De La Cruz et al. (2020)** conducted a study to examine the effectiveness of a comprehensive stress management program in improving work stress, coping resources, and well-being in a sample of workers in the Philippines. The study included 207 participants and found that the comprehensive stress management program has a positive effect on reducing work stress and improving coping resources and well-being.
- **Pan et al. (2020)** conducted a systematic review and meta-analysis to examine the effects of workplace-based mindfulness practice on health indicators. The review included 28 studies and found that workplace-based mindfulness practice has positive effects on a range of health indicators, including stress, anxiety, depression, and emotional exhaustion.
- **Subramanian and Baskaran (2020)** conducted a systematic review to examine the effectiveness of CBT in managing workplace stress among healthcare professionals. The review included 9 studies and found that CBT is an effective intervention for managing workplace stress among healthcare professionals.
- **Wadi (2020)** conducted a systematic review to investigate the impact of financial stress on employee well-being. The review included 25 studies and found that financial stress can negatively impact employee well-being, including psychological and physical health, job satisfaction, and work performance.
- **Jamil, M. S., & Ahmad, R. (2020)**. This literature review examines the effectiveness of stress management interventions in the workplace. The authors discuss various stress management interventions and their effectiveness in reducing stress and improving well-being among employees.

- **Shah et al. (2020)** conducted a systematic review and meta-analysis to examine the impact of stress management programs on employee stress and job satisfaction. The review included 35 studies and found that stress management programs have a significant positive effect on reducing employee stress and increasing job satisfaction.
- **Johnson, R., Bhattacharya, S., & Sood, S.(2020).**This literature review examines the literature on employee well-being and stress management programs in the workplace. The authors discuss various stress management interventions and their effectiveness in improving employee well-being and reducing stress.
- **Van der Klink et al. (2020)** conducted a randomized controlled trial to examine the effectiveness of a stress management intervention for workers with high stress levels. The trial included 252 participants and found that the intervention led to significant reductions in stress levels and improvements in well-being.
- **Li, Z., Li, X., Wang, Y., & Li,Y.(2021).** This systematic review and meta-analysis examine the effectiveness of workplace stress management interventions. The authors conclude that stress management interventions are effective in reducing stress and improving well-being among employees.
- **Wang et al. (2021)** conducted a systematic review to examine the impact of organizational culture on stress management in the workplace. The review included 25 studies and found that a positive organizational culture is associated with effective stress management practices.
- **Shi et al. (2021)** conducted a systematic review and meta-analysis to examine the effectiveness of mindfulness-based stress reduction (MBSR) for employees in workplace settings. The review included 17 studies and found that MBSR is an effective intervention for reducing stress and improving well-

being in employees.

- **Hussain et al. (2021)** conducted a systematic review and meta-analysis to examine the effectiveness of stress management interventions in healthcare organizations. The review included 20 studies and found that stress management interventions have a significant positive effect on reducing stress and improving well-being in healthcare employees.
- **Nasr et al. (2021)** conducted a systematic review to examine the impact of job stress on organizational commitment. The review included 23 studies and found that job stress has a negative impact on organizational commitment.
- **Gao et al. (2021)** conducted a systematic review and meta-analysis to examine the effects of stress management interventions on occupational stress, job satisfaction, and work engagement in nurses. The review included 20 studies and found that stress management interventions have a positive effect on reducing occupational stress and increasing job satisfaction and work engagement.
- **Fernandes and Pereira (2021)** conducted a systematic review and meta-analysis to examine the effectiveness of mindfulness-based interventions in reducing occupational stress and burnout among healthcare professionals. The review included 23 studies and found that mindfulness-based interventions have a significant positive effect on reducing occupational stress and burnout among healthcare professionals.
- **Alahmadi et al. (2021)** conducted a systematic review and meta-analysis to examine the impact of mindfulness-based stress reduction interventions on the psychological well-being of nurses. The review included 14 studies and found that mindfulness-based stress reduction interventions have a significant positive effect on the psychological well-being of nurses.

- **Sharma and Anand (2021)** conducted a meta-analysis to examine the effectiveness of cognitive behavior therapy (CBT) in reducing stress among working professionals. The meta-analysis included 19 studies and found that CBT is an effective intervention for reducing stress among working professionals.
- **Islam et al. (2021)** conducted a systematic review and meta-analysis to examine the effect of workplace yoga on job satisfaction, work-life balance, and stress. The review included 13 studies and found that workplace yoga has a positive effect on job satisfaction, work-life balance, and stress.
- **Surya and Samuel (2021)** conducted a randomized controlled trial to examine the effectiveness of an online mindfulness-based stress reduction program on occupational stress, mental well-being, and work engagement among information technology professionals. The trial included 90 participants and found that the online mindfulness-based stress reduction program has positive effects on reducing occupational stress and improving mental well-being and work engagement among information technology professionals.
- **Johnson and Bhusumane (2021)** conducted a systematic review to investigate organizational interventions to reduce workplace stress. The review included 47 studies and found that organizational interventions, such as job redesign, social support, and employee participation, can be effective in reducing workplace stress.
- **Gao, Wang, and Jiang (2021)** conducted a meta-analysis to investigate the effectiveness of cognitive-behavioral therapy (CBT) on occupational stress in different occupations. The meta-analysis included 22 studies and found that CBT is an effective intervention for reducing occupational stress in different occupations.

- **Basu and Das (2021)** conducted an empirical study to investigate the effectiveness of meditation and yoga in stress management among employees. The study included 60 participants and found that meditation and yoga interventions were effective in reducing stress levels and improving well-being among employees.
- **Ramesh (2021)** conducted a study to investigate the effectiveness of cognitive-behavioral interventions in stress management among software professionals. The study included 30 participants and found that cognitive-behavioral interventions were effective in reducing stress levels and improving well-being among software professionals.
- **Hirsh, Duggan, and Klaristenfeld (2021)** conducted a meta-analysis to investigate the effects of mindfulness-based stress reduction (MBSR) on stress, burnout, and mindfulness in healthcare providers. The meta-analysis included 19 studies and found that MBSR can be effective in reducing stress and burnout and improving mindfulness among healthcare providers.
- **Pandey and Rastogi (2021)** conducted a study to investigate the effect of stress management on organizational commitment among employees. The study included 240 participants and found that stress management interventions, such as mindfulness and relaxation techniques, were effective in improving organizational commitment among employees.
- **Zhang and Li (2022)** conducted a systematic review of stress management interventions in the workplace. They reviewed 21 studies and found that various interventions, such as mindfulness-based stress reduction, cognitive-behavioral therapy, and relaxation techniques, can effectively reduce stress in employees.
- **Sanjeev and Bhatia (2022)** conducted a randomized controlled trial to investigate the effectiveness of a mindfulness-based stress reduction program on workplace stress. They found that the program significantly reduced stress levels and improved job satisfaction among employees.

- **Yildirim and Yilmaz (2022)** conducted a study to evaluate the impact of a cognitive- behavioral stress management program on perceived stress levels among employees. They found that the program significantly reduced stress levels and improved coping skills among participants.
- **Mahalakshmi, N., & Jothi, R. (2022).** This study evaluated the impact of a stress management program on occupational stress and quality of life among software professionals. The program was found to be effective in reducing occupational stress and improving quality of life.
- **Karimi and Safari (2023)** conducted a systematic review and meta-analysis of workplace wellness programs on employee stress levels. They reviewed 20 studies and found that such programs, including physical activity and mindfulness-based interventions, were effective in reducing stress levels among employees.
- **Reis and Pereira (2023)** evaluated the effectiveness of a stress management program in a manufacturing company. They found that the program significantly reduced stress levels and improved coping skills among employees, which led to increased productivity and job satisfaction. These studies suggest that various stress management interventions can be effective in reducing stress levels and improving job satisfaction among employees. Furthermore, workplace wellness programs that include physical activity and mindfulness-based interventions can also help in reducing employee stress levels.
- **Trenaman, L., Lee, M., & Tyler, P. (2023).** This study evaluated the effectiveness of a mindfulness-based stress reduction program among teachers. The program was found to be effective in reducing work stress and burnout, and improving mindfulness and job satisfaction.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHODOLOGY

Research Methodology is mainly needed for the purpose of framing the research process, the designs and the tools that are to be used for the purpose. Research methodology helps to find the measures to reduce stress. This time research methodology is framed for the purpose of finding the best measure to reduce the stress among the employees.

3.2 RESEARCH DESIGN

Descriptive Research Sampling

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in study.

3.3 SAMPLING TECHNIQUES

Convenience sampling is a type of non-probability sampling method where the sample is taken from a group of people easy to contact or to reach.

3.4 SOURCE OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

- Primary data – The present study data have been collected through questionnaire
- Secondary Data – Secondary data has been collected from company websites, journals, books and internet.

3.5 STRUCTURE OF QUESTIONNAIRE

Questionnaire was divided into two sections. First part was designed to know the

general information about the employees and the second part contained the respondent's opinions about stress.

- Basic questions
- Likert scaling questions

3.6 SAMPLE SIZE

- Researchers circulated the questionnaire among 150 respondents and got around 111 responses.

3.7 PERIOD OF STUDY

The study was conducted during the period of Jan to March 2023.

3.8 TOOLS FOR ANALYSIS

• ANOVA

Analysis of Variance (ANOVA) is a statistical formula used to compare variances across the means (or average) of different groups. A range of scenarios use it to determine if there is any difference between the means of different groups.

The Formula for ANOVA is

$$F = \text{MSE} / \text{MST}$$

where:

F=ANOVA coefficient

MST=Mean sum of squares due to treatment

MSE=Mean sum of squares due to error

• CORRELATION

Correlation or dependence is any statistical relationship, whether causal or not, between two random variables or bivariate data. Although in the broadest sense, "correlation" may indicate any type of association, in statistics it usually refers to the degree to which a pair of variables are linearly related.

The covariance of two variables divided by the product of their standard deviations gives Pearson's correlation coefficient. It is usually represented by ρ (rho).

$$\rho (X,Y) = \text{cov} (X,Y) / \sigma X.\sigma Y.$$

Here, cov is the covariance. σX is the standard deviation of X, and σY is the standard deviation of Y. The given equation for the correlation coefficient can be expressed in terms of means and expectations.

• CHI SQUARE

A chi-squared test is a statistical hypothesis test used in the analysis of contingency tables when the sample sizes are large. In simpler terms, this test is primarily used to examine whether two categorical variables are independent in influencing the test statistic.

The chi-square formula is: $\chi^2 = \sum (O_i - E_i)^2 / E_i$, where O_i = observed value (actual value) and E_i = expected value.

3.9 HYPOTHESIS

Anova:

1. **H0:** There is no significant association between salary and financial motivations.

H1: There is a significant association between salary and financial motivations.

2. **H0:** There is no significance difference between changing shift timing and work assigned

H1: There is significance difference between changing shift timing and work assigned

Chi-square:

1. **H0:** There is no significant difference between trouble falling asleep and time limit to complete work.

H1: There is significance difference between trouble falling asleep and time limit to complete work.

2. H0: There is no significant difference between giving work at the last moment and loss of appetite.

H1: There is a significant difference between giving work at the last moment and loss of appetite.

Correlation

1. H0: There is no significant difference between an inadequate working environment and depression while working.

H1: There is a significant difference between an inadequate working environment and depression while working.

2. H0: There is no significant difference between experience and balancing work-life and personal life.

H1: There is a significant difference between experience and balancing work-life and personal life.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 Percentage Analysis

4.1.1. TABEL SHOWS GENDER OF RESPONDENTS

GENDER	NO. OF RESPONDENT'S	PERCENTAGE (%)
MALE	64	57.7
FEMALE	47	42.3
TOTAL	111	100.0

Intrepretation:

In the above table it is inferred that 57.7%of the respondents are male, 42.3% of the respondents are female.

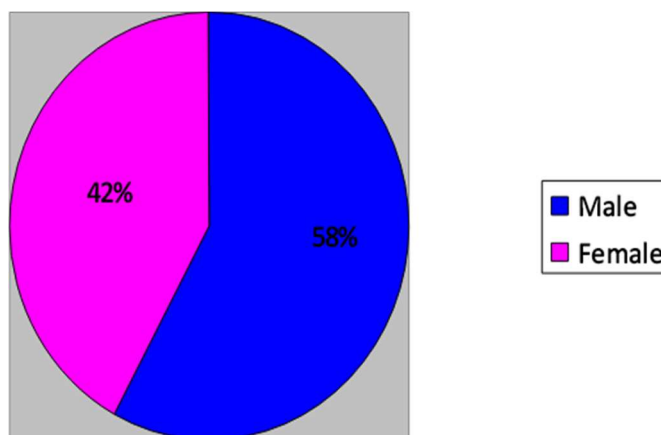


FIGURE 4.1.1 SHOWS GENDER OF RESPONDENT'S

TABLE 4.1.2 SHOWS AGE OF RESPONDENT'S.

Age	No. of respondents	Percentage (%)
Less than 25 years	46	41.4
25-30 years	46	41.4
30-40 years	18	15.4
40-45 years	2	1.8
Total	111	100.0

Intrepretation:

In the above table it is interpreted that 41.4% of the respondent's are the age group of less than 25 years and between 25-30 years, 15.4 % of the respondent's are the age group of 30-40 years and 1.8% of the respondent's are the age group of 40-45 years.

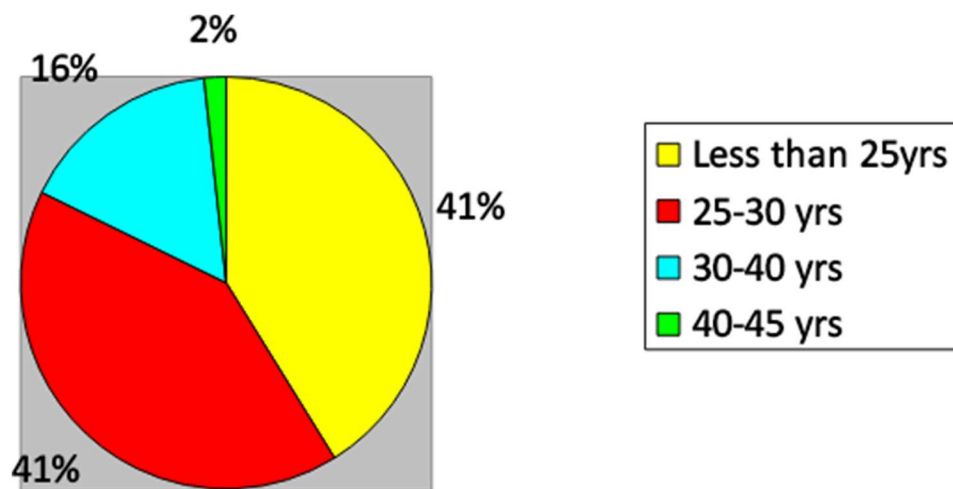


FIGURE 4.1.2. SHOWS AGE OF RESPONDENT'S

TABLE 4.1.3. SHOWS MARITAL STATUS OF RESPONDENT'S

Marital status	No. of respondent's	Percentage (%)
Single	69	62.2
Married	42	37.8
Total	111	100.0

Interpretation:

From the above table it is interpreted that 62.2% of the respondent's are single and 37.8% of the respondent's are married.

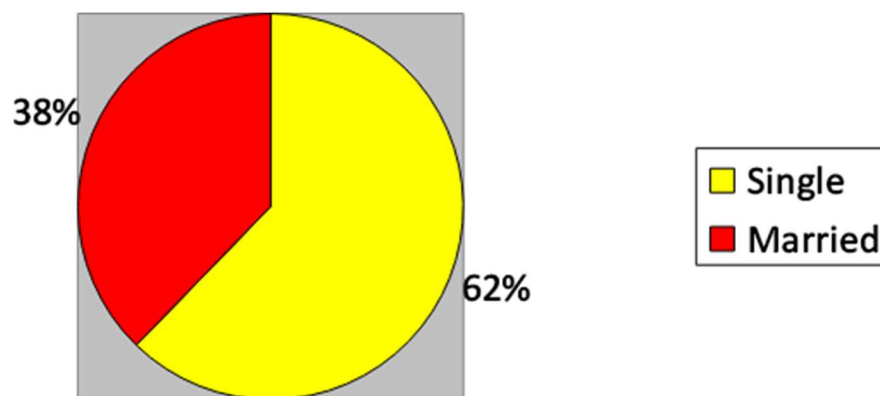


FIGURE 4.1.3. SHOWS MARITAL STATUS OF RESPONDENT'S

TABLE 4.1.4. SHOWS SALARY OF RESPONDENT'S

Salary	No. of respondent's	Percentage (%)
Less than 30000	31	27.9
31000-40000	26	23.4
50000-60000	35	31.5
More than 60000	19	17.1
Total	111	100.0

Interpretation:

From the above table it is interpreted that 27.9% of the respondents are earning less than 30000, 23.4% of the respondents are earning 31000-40000, 31.5% of the respondents are earning 50000-60000 and 17.1 % of the respondents are earning more than 60000.

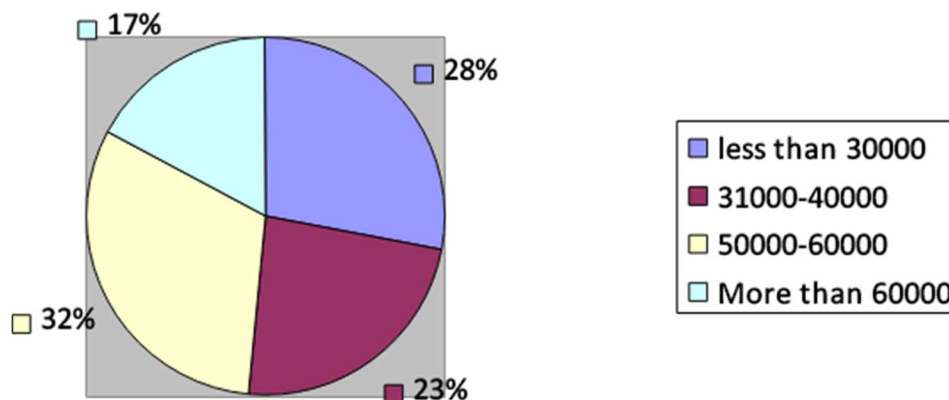


FIGURE 4.1.4 SHOWS SALARY OF RESPONDENT'S

4.1.5. TABLE SHOWS EXPERIENCE OF RESPONDENT'S

Experience	No. of respondent's	Percentage (%)
0-1 years	40	36.0
2-3 years	24	21.6
3-4 years	25	22.5
4-5 years	13	11.7
More than 5 years	9	8.1
Total	111	100.0

Intpretation:

From the above table it is interpreted that 36.0% of the respondents are experienced from 0-1 year, 21.6% of the respondents are experienced from 2-3 years, 22.5% of the respondents are experienced from 3-4 years, 11.7% of the respondents are experienced from 4-5 years and 8.1% of the respondents are experienced more than 5 years.

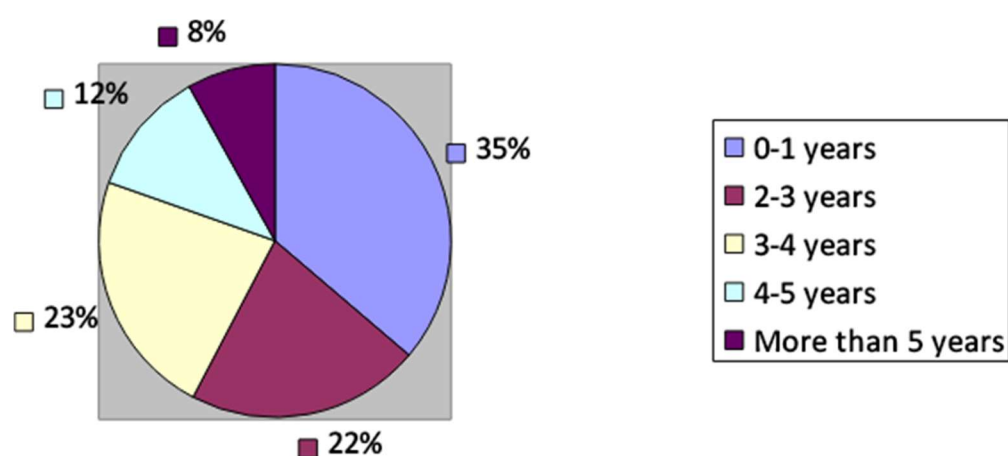


FIGURE 4.1.5. SHOWS EXPERIENCE OF RESPONDENTS

TABLE 4.1.6. RESPONDENTS OPINION ABOUT FELT HIGHLY STRESSED FROM THE JOB

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	26	23.4%
Disagree	55	49.5%
Neutral	19	17.1%
Agree	7	6.3%
Strongly Agree	4	3.6%
Total	111	100.0%

Interpretation:

It is interpreted as 23.4% respondents are responded strongly disagree, 49.5% respondents are responded disagree, 17.1% respondents are responded neutral, 6.3% respondents are responded agree and 3.6% responded strongly agree.

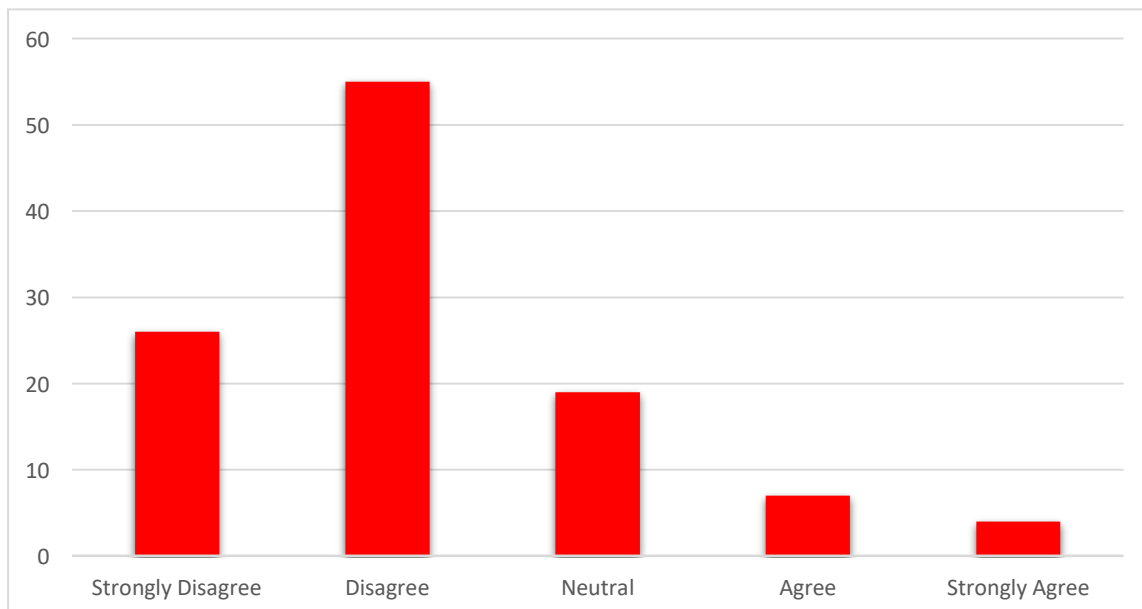


FIGURE 4.1.6. CHART REPRESENTS RESPONDENTS OPINION ABOUT FELT HIGHLY STRESSED FROM THE JOB

TABLE 4.1.7. RESPONDENTS OPINION ABOUT MOST OF THE STRESS ARE RELATED TO WORK ENVIRONMENT

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	28	25.2
Disagree	46	41.4
Neutral	23	20.7
Agree	8	7.2
Strongly Disagree	6	5.4
Total	111	100.0

Interpretation:

It is interpreted as 25.2% respondents are responded strongly disagree,41.4% responded disagree,20.7% responded neutral,7.2% responded agree and 5.4% responded strongly agree.

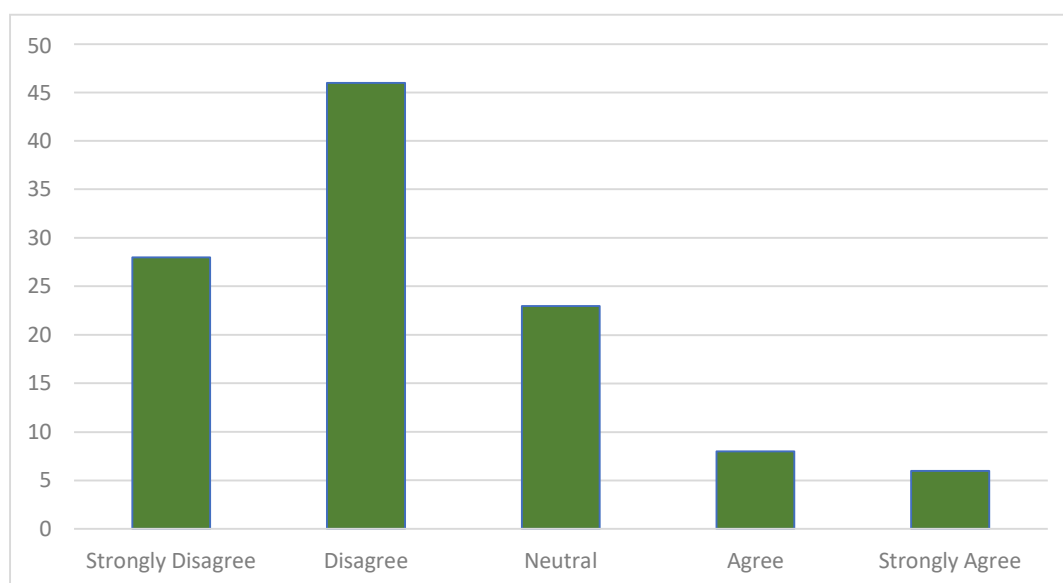


FIGURE 4.1.7. CHART REPRESENTS RESPONDENTS OPINION ABOUT MOST OF THE STRESS ARE RELATED TO WORK ENVIRONMENT

TABLE 4.1.8. RESPONDENTS OPINION ABOUT EXPERIENCING PROLONGED FATIGUE

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	12	10.8
Disagree	41	36.9
Neutral	32	28.8
Agree	16	14.4
Strongly Agree	10	9.0
Total	111	100.0

Interpretation:

It is interpreted as 10.8% respondents strongly disagree, 36.9% disagree, 28.8% respond neutral, 14.4% agree and 9.0% strongly agree

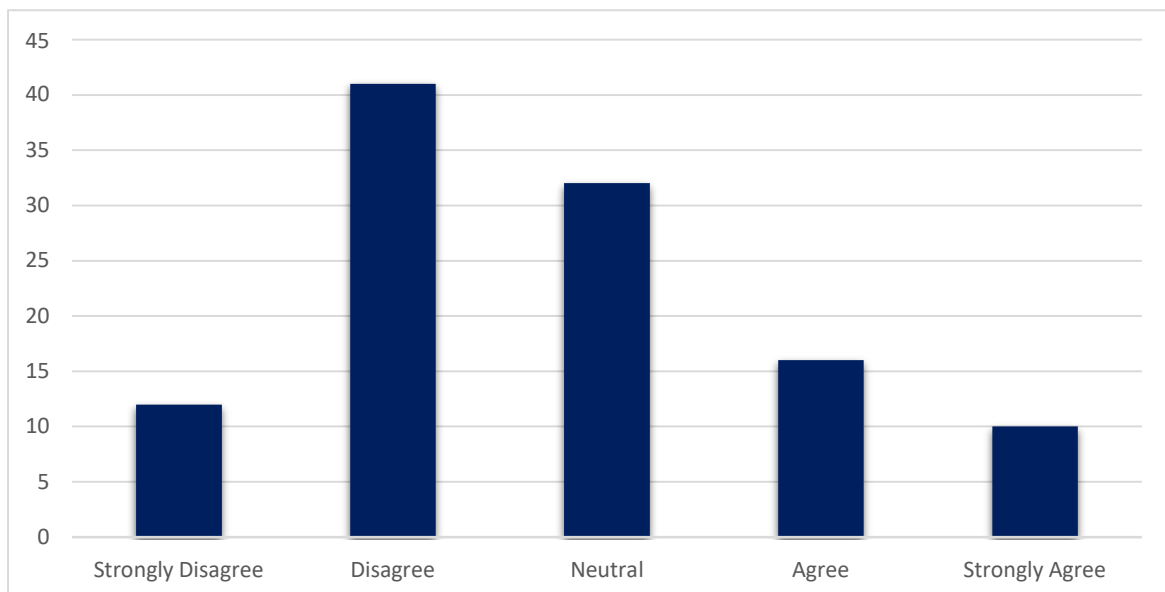


FIGURE.4.1.8. CHART REPRESENTS RESPONDENTS OPINION ABOUT EXPERIENCING PROLONGED FATIGUE.

TABLE 4.1.9. RESPONDENTS OPINION ABOUT SUFFERING FROM INSOMNIA

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	17	15.3
Disagree	49	44.1
Neutral	23	20.7
Agree	15	13.5
Strongly Agree	7	6.3
Total	111	100.0

Interpretation:

It is interpreted as 15.3% respondents strongly disagree, 44.1% disagree, 20.7% respond neutral, 13.5% agree and 6.3% strongly agree.

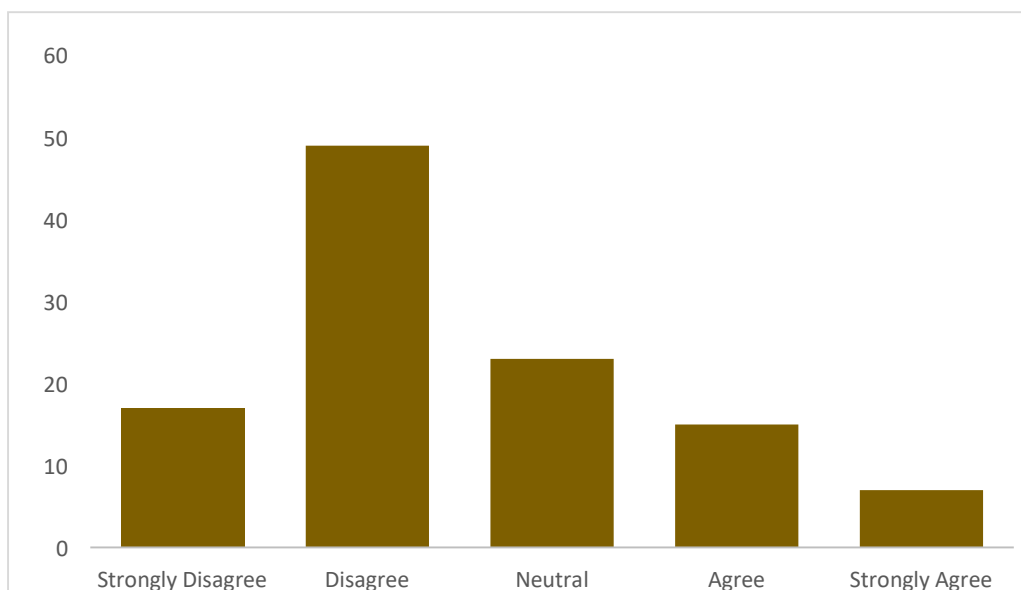


FIGURE 4.1.9. CHART REPRESENTS RESPONDENTS OPINION ABOUT SUFFERING FROM INSOMNIA.

TABLE 4.1.10. RESPONDENTS OPINION ABOUT HAVING FREQUENT HEADACHES

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	9	8.1
Disagree	20	18.0
Neutral	51	45.9
Agree	21	18.9
Strongly Agree	10	9.0
Total	111	100.0

Interpretation:

It is interpreted as 8.1% respondents strongly disagree,18.0% disagree,45.9% respond neutral,18.9%agree and 9.0% strongly agree.

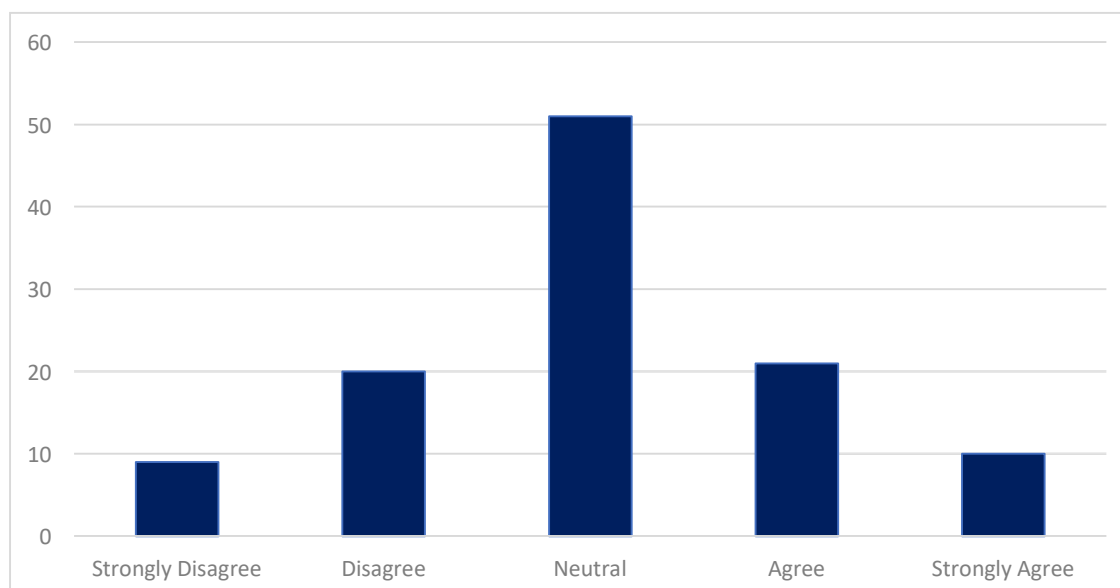


FIGURE 4.1.10. CHART REPRESENTS RESPONDENTS OPINION ABOUT HAVING FREQUENT HEADACHES.

TABLE 4.1.11. RESPONDENTS OPINION ABOUT FELT ANXIOUS WHILE WORKING

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	19	17.1
Disagree	44	39.6
Neutral	22	19.8
Agree	16	14.4
Strongly Agree	10	9.0
Total	111	100.0

Interpretation:

It is interpreted as 17.1% respondents strongly disagree, 39.6% disagree, 19.8% respond neutral, 14.4% agree and 9.0% strongly agree.

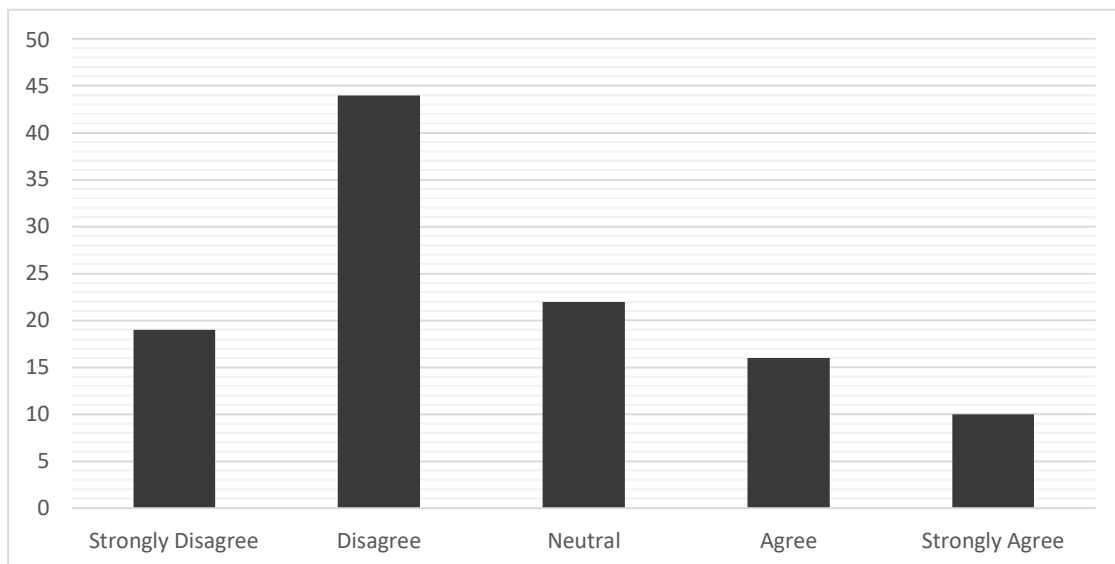


FIGURE 4.1.11. CHART REPRESENTS RESPONDENTS OPINION ABOUT FELT ANXIOUS WHILE WORKING

TABLE 4.1.12. RESPONDENTS OPINION ABOUT FAMILY REALTED CONCERNS ON RESPONSIBILITIES MAKE FEELING STRESSED AT WORK.

Particulars	No. of respondents	Percentage
Strongly Disagree	9	8.1
Disagree	21	18.9
Neutral	56	50.5
Agree	20	18.0
Strongly Agree	5	4.5
Total	111	100.0

Interpretation:

It is interpreted as 8.1% respondents strongly disagree,18.9% disagree,50.5% respond neutral,18.0% agree and 4.5% strongly agree.

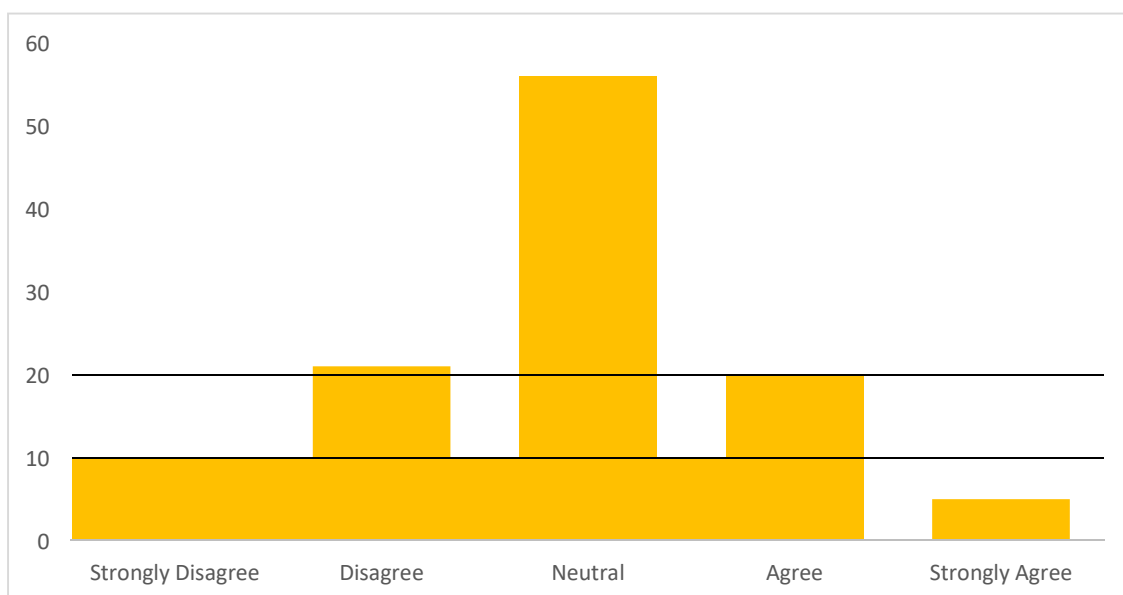


FIGURE 4.1.12. CHART REPRESENTS RESPONDENTS OPINION ABOUT FAMILY RELATED CONCERNS ON RESPONSIBILITIES MAKE FEELING STRESSED AT WORK.

TABLE 4.1.13. RESPONDENTS OPINION ABOUT ORGANISATIONS SUPPORT IN PROVIDING FACILITIES TO MINIMIZE WORK FAMILY CONFLICT.

Particulars	No. of respondents	Percentage
Strongly Disagree	8	7.2
Disagree	8	7.2
Neutral	57	51.4
Agree	22	19.8
Strongly Agree	16	14.4
Total	111	100.0

Interpretation:

It is interpreted as 7.2% respondents strongly disagree, 7.2% disagree, 51.4% respond neutral, 19.8% agree and 14.4% strongly agree.

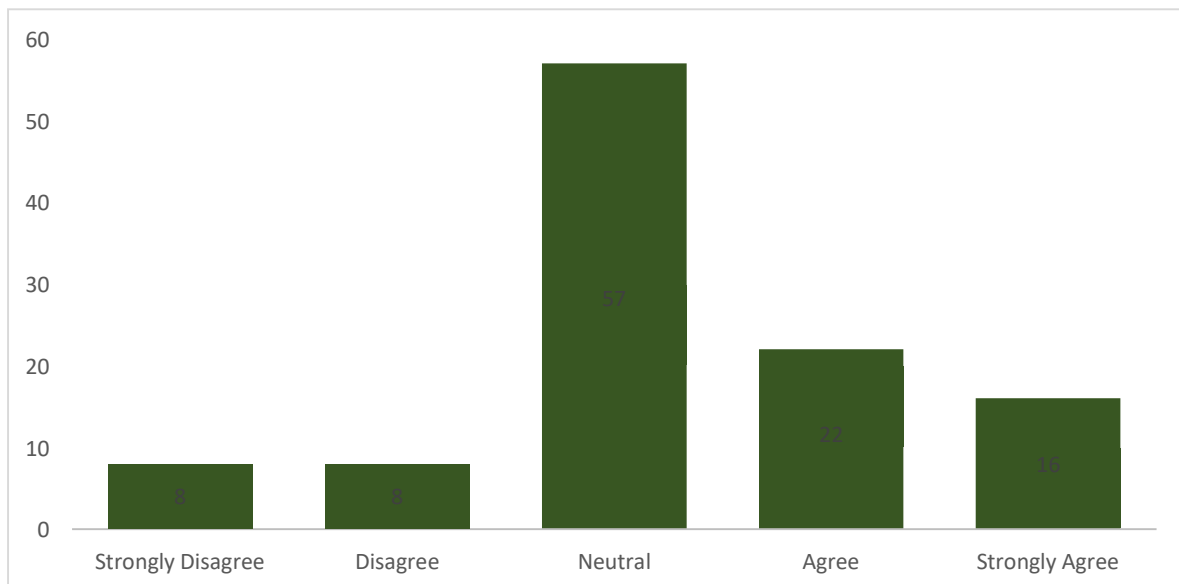


FIGURE 4.1.13. CHART REPRESENTS RESPONDENTS OPINION ABOUT ORGANISATIONS SUPPORT IN PROVIDING FACILITIES TO MINIMIZE WORK FAMILY CONFLICT.

TABLE 4.1.14. RESPONDENTS OPINION ABOUT WHETHER IT IS HARD TO TAKE TIME OFF DURING WORK TO TAKE CARE OF PERSONAL OR FAMILY MATTERS.

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	7	6.3
Disagree	19	17.1
Neutral	60	54.1
Agree	9	8.1
Strongly Agree	16	14.4
Total	111	100.0

Interpretation:

It is interpreted as 6.3% respondents strongly disagree, 17.1% disagree, 54.1% respond neutral, 8.1% agree and 14.4% strongly agree.

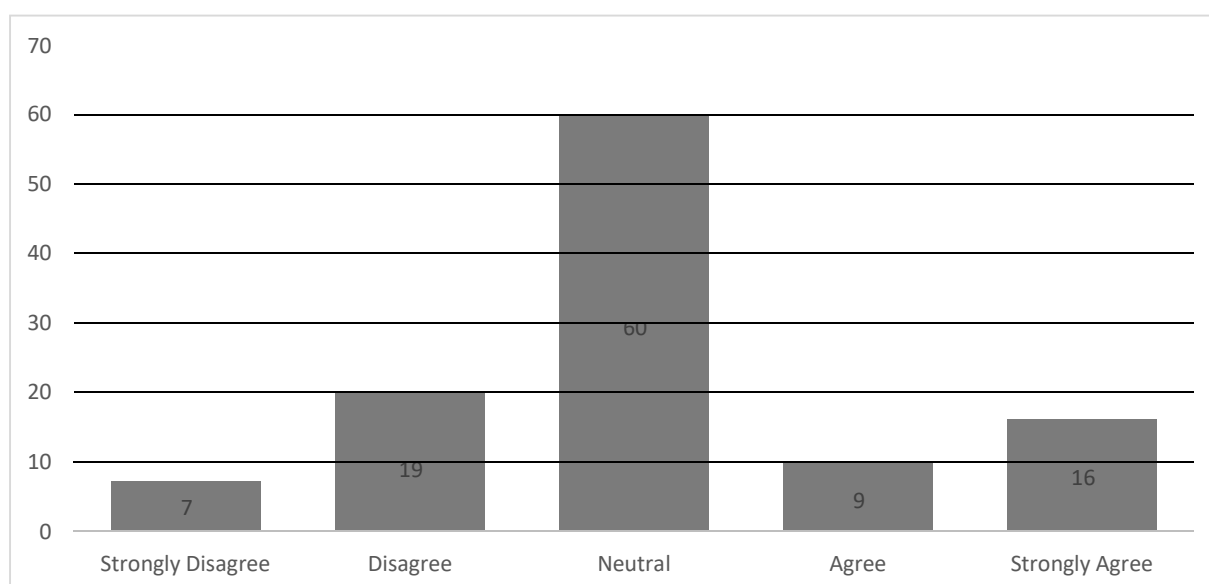


FIGURE 4.1.14. CHART REPRESENT RESPONDENTS OPINION ABOUT WHETHER IT IS HARD TO TAKE TIME OFF DURING WORK TO TAKE CARE OF PERSONAL OR FAMILY MATTERS.

TABLE 4.1.15. RESPONDENTS OPINION ABOUT MEDITATION IS PREFERABLE TO REDUCE STRESS.

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	3	2.7
Disagree	17	15.3
Neutral	35	31.5
Agree	30	27.0
Strongly Agree	26	23.4
Total	111	100.0

Interpretation:

It is interpreted as 2.7% respondents strongly disagree,15.3% disagree,31.5% respond neutral,27.0% agree and 23.4% strongly agree.

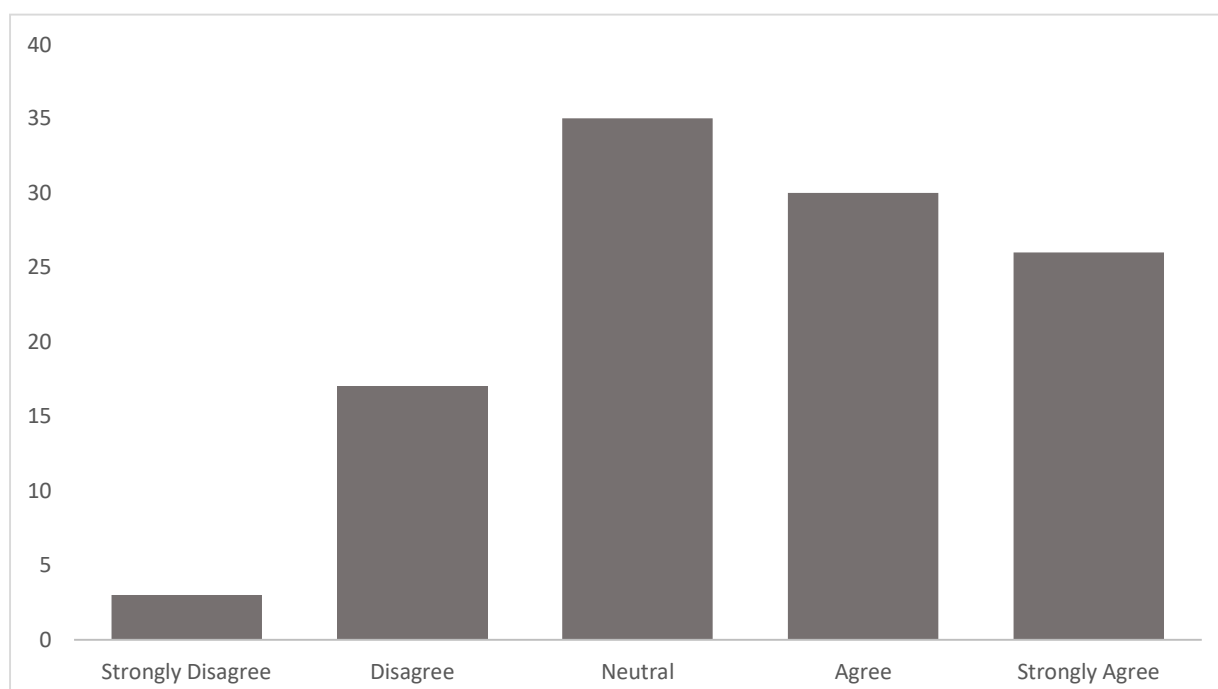


FIGURE 4.1.15. CHART REPRESENTS RESPONDENTS OPINION ABOUT MEDITATION IS PREFERRABLE TO REDUCE STRESS.

TABLE 4.1.16. RESPONDENTS OPINION ABOUT ORGANISATION HAVE GIVEN OPPORTUNITY WHICH HELPS TO GROW PROFESSTIONAL CAREER.

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	1	0.9
Disagree	10	9.0
Neutral	27	24.3
Agree	45	40.5
Strongly Agree	28	25.2
Total	111	100.0

Interpretation:

It is interpreted as 0.9% respondents strongly disagree,9.0% disagree,24.3% respond neutral,40.5% agree and 25.2% strongly agree.

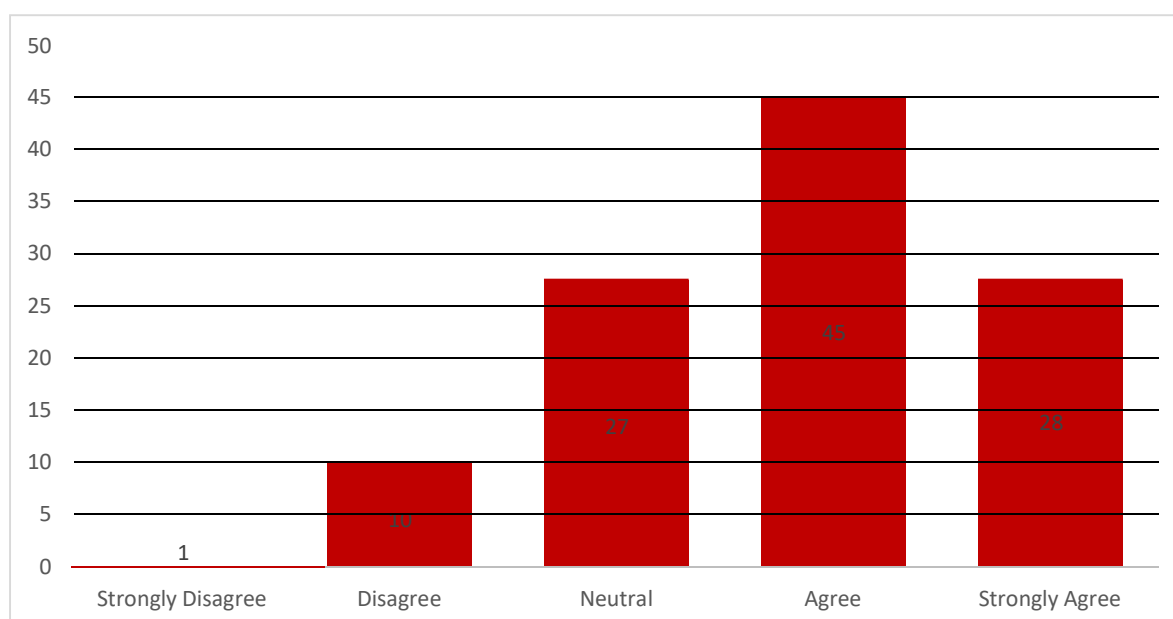


FIGURE 4.1.16. CHART REPRESENTS RESPONDENTS OPINION ABOUT ORGANISATION HAVE GIVEN OPPORTUNITY WHICH HELPS TO GROW PROFESSTIONAL CAREER.

TABLE 4.1.17. RESPONDENTS OPINION ABOUT PROVIDING REWARDS AND RECOGNITION PROGRAMS HELPS TO REDUCE STRESS.

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	2	1.8
Disagree	11	9.9
Neutral	17	15.3
Agree	53	47.7
Strongly Agree	28	25.2
Total	111	100.0

Interpretation:

It is interpreted as 1.8% respondents strongly disagree, 9.9% disagree, 15.3% respond neutral, 47.7% agree and 25.2% strongly agree.

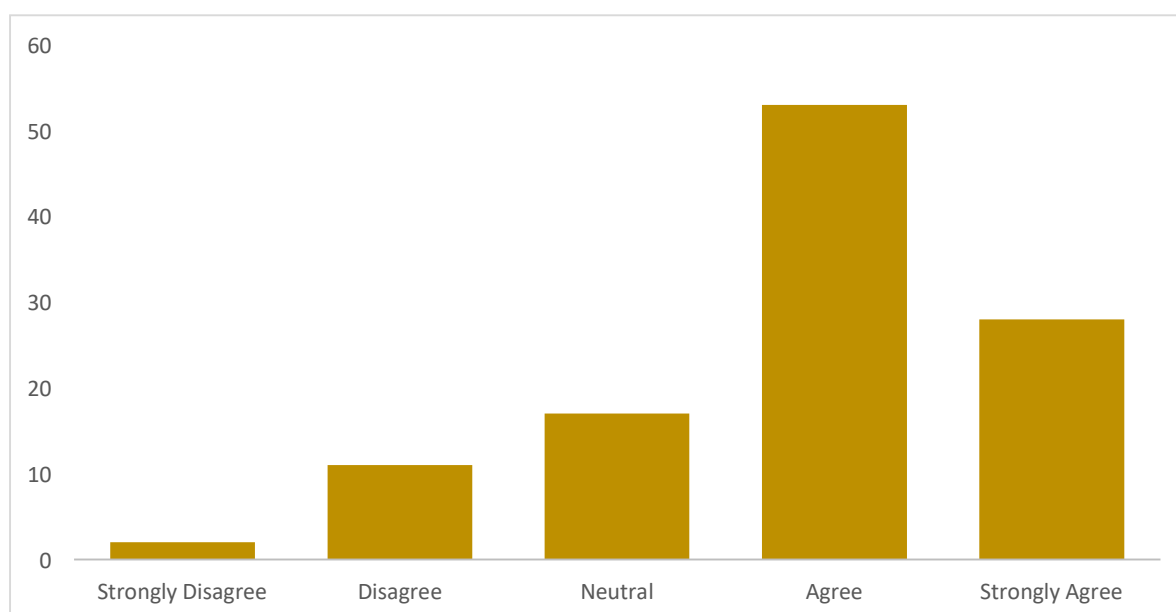


FIGURE 4.1.17. CHART REPRESENTS RESPONDENTS OPINION ABOUT PROVIDING REWARDS AND RECOGNITION PROGRAMS HELPS TO REDUCE STRESS

TABLE 4.1.18. RESPONDENTS OPINION ABOUT ORGANISATION PROVIDE FREQUENT BREAKS TO REDUCE STRESS.

Particulars	No. of respondents	Percentage (%)
Strongly Disagree	2	1.8
Disagree	8	7.2
Neutral	22	19.8
Agree	48	43.2
Strongly Agree	31	27.9
Total	111	100.0

Interpretation:

It is interpreted as 1.8% respondents strongly disagree, 7.2% disagree, 19.8% respond neutral, 43.2% agree and 27.9% strongly agree.

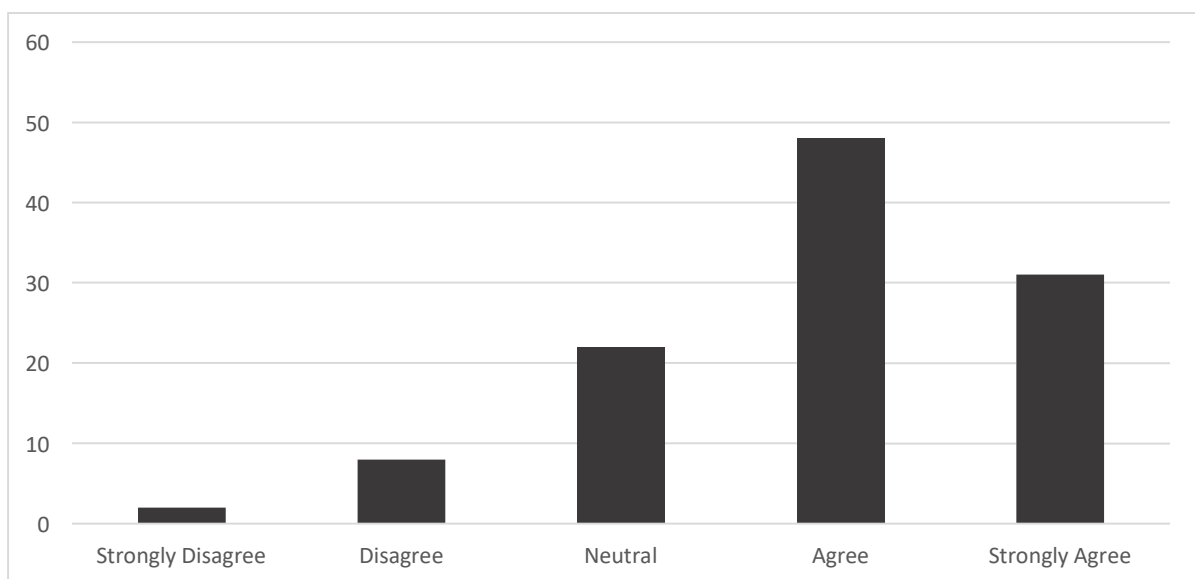


FIGURE 4.1.18. CHART REPRESENTS RESPONDENTS OPINION ABOUT ORGANISATION PROVIDE FREQUENT BREAKS TO REDUCE STRESS.

TABLE 4.1.19. RESPONDENTS OPINION ABOUT PROVIDING TEAM OUTINGS TO REDUCE STRESS.

Particulars	No. of respondents	Percentage (%)
Disagree	8	7.2
Neutral	14	12.6
Agree	36	32.4
Strongly Agree	53	47.7
Total	111	100.0

Interpretation:

It is interpreted as 7.2% disagree,12.6% respond neutral,32.4% agree and 47.7% strongly agree.

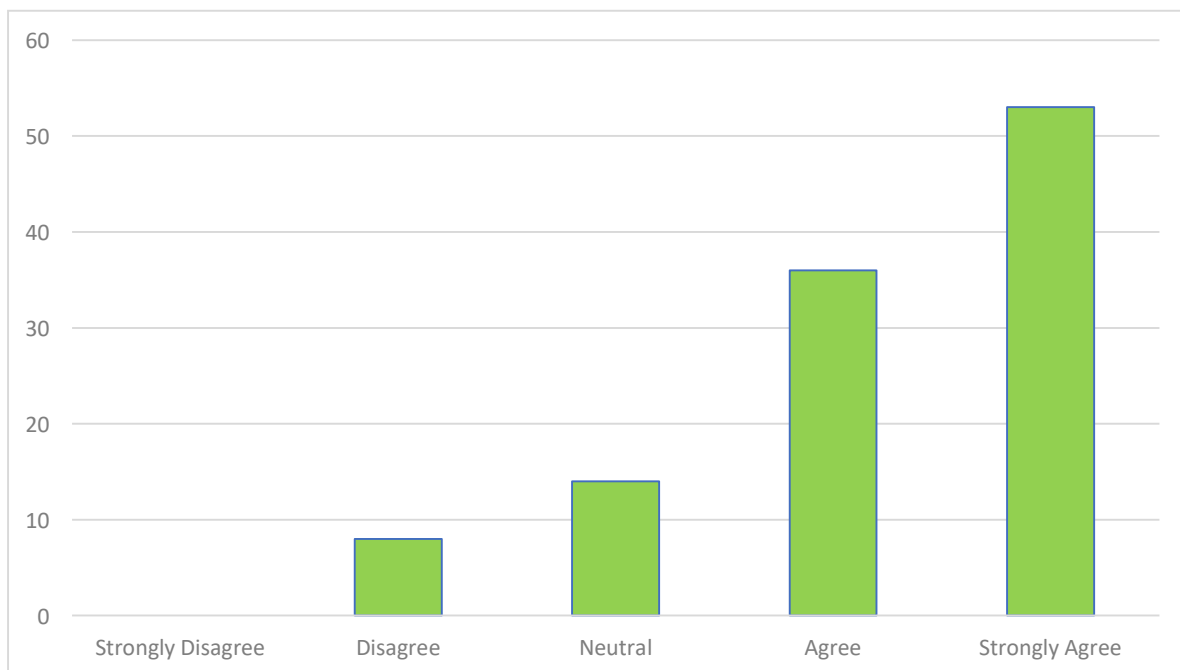


FIGURE 4.1.19. CHART REPRESENTS RESPONDENTS OPINION ABOUT PROVIDING TEAM OUTINGS TO REDUCE STRESS.

4.2 ANOVA

(a) H0: There is no significance difference between salary and financial motivations.

H1: There is significance difference between salary and financial motivations.

Descriptives								
Salary								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	3	2.33	1.528	.882	-1.46	6.13	1	4
2	10	2.60	1.506	.476	1.52	3.68	1	4
3	45	3.31	1.535	.229	2.85	3.77	1	5
4	32	2.63	1.561	.276	2.06	3.19	1	5
5	21	2.48	1.401	.306	1.84	3.11	1	5
Total	111	2.86	1.534	.146	2.58	3.15	1	5

Table 4.2.1 Descriptive table for salary and financial motivation

ANOVA					
Salary					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	15.524	4	3.881	1.690	.158
Within Groups	243.449	106	2.297		
Total	258.973	110			

Table 4.2.2. ANOVA table for salary and financial motivation

Interpretation:

The obtained p value is 0.158 which is greater than 0.005. Therefore, we accept H0 null hypothesis and reject H1 alternate hypothesis

There is no significant association between salary and financial motivations.

(b) H0: There is no significance difference between changing shift timing and work assigned

H1: There is significance difference between changing shift timing and work assigned

Descriptives

Do you feel Changing shift timing is not adaptable?

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	24	2.67	1.239	.253	2.14	3.19	1	5
2	49	3.00	.707	.101	2.80	3.20	1	4
3	21	2.95	.669	.146	2.65	3.26	1	5
4	12	3.08	1.165	.336	2.34	3.82	2	5
5	5	4.00	.707	.316	3.12	4.88	3	5
Total	111	2.97	.919	.087	2.80	3.15	1	5

Table 4.2.3 Descriptive table for changing shift timing and work assigned

ANOVA

Do you feel Changing shift timing is not adaptable?

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	7.717	4	1.929	2.400	.055
Within Groups	85.202	106	.804		
Total	92.919	110			

Table 4.2.4 ANOVA table for changing shift timing and work assigned

Interpretation :

The obtained p value is 0.55 which is greater than 0.005. Therefore, we accept H0 null hypothesis and reject H1 alternate hypothesis

There is no significant difference between changing shift timing and work assigned

4.3 CHI SQUARE

(a) H0: There is no significance difference between trouble falling asleep and time limit to complete work

H1: There is significance difference between trouble falling asleep and time limit to complete work

Crosstabulation						
Count						
		Do you think that the time limit to complete a job makes you feel stressed?				
		1	2	3	4	5
	1	7	2	0	0	1
Are you having	2	4	9	3	6	0
trouble falling	3	4	29	10	2	0
asleep?	4	4	5	6	2	2
	5	5	3	3	2	2
Total		24	48	22	12	5
						111

Table 4.3.1. Cross tabulation for trouble falling asleep and time limit to complete work

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	44.411 ^a	16	.000
Likelihood Ratio	44.829	16	.000
Linear-by-Linear Association	3.174	1	.075
N of Valid Cases	111		

a. 19 cells (76.0%) have expected count less than 5. The minimum expected count is .45.

Table 4.3.2 Chi square table for trouble falling asleep and time limit to complete work

Interpretation:

The obtained value is less than 0.005. Therefore, we accept H1 alternate hypothesis and reject H0 null hypothesis

There is a significant difference between trouble falling asleep and time limit to complete work

(b) H0: There is no significance difference between giving work at last moment and loss of appetite

H1: There is significance difference between giving work at last moment and loss of appetite

Crosstabulation

Count		Are you experiencing a loss of appetite?					Total
		1	2	3	4	5	
	1	3	3	0	1	0	7
Do you feel stressed about	2	2	11	6	3	0	22
giving work at the last	3	4	22	16	4	3	49
moment?	4	3	4	7	6	0	20
	5	2	2	3	3	3	13
Total		14	42	32	17	6	111

Table 4.3.3. Cross tabulation for giving work at last moment and loss of appetite

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	29.111 ^a	16	.023
Likelihood Ratio	28.905	16	.025
Linear-by-Linear Association	8.326	1	.004
N of Valid Cases	111		

a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .38.

Table 4.3.4. Chi square table for giving work at last moment and loss of appetite

Interpretation:

The obtained p value is 0.023 which is greater than 0.005. Therefore, we accept H0 null hypothesis and reject H1 alternate hypothesis.

There is no significant difference between giving work at the last moment and loss of appetite.

4.4 CORRELATION

(b) H0: There is no significance relationship between inadequate working environment and depression while working

H1: There is significance relationship between inadequate working environment and depression while working

Correlations		Do you feel that stress is caused due to the inadequate working environment?	Do you feel depressed while working?
Do you feel that stress is caused due to the inadequate working environment?	Pearson Correlation	1	.378**
	Sig. (2-tailed)		.000
	N	111	111
Do you feel depressed while working?	Pearson Correlation	.378**	1
	Sig. (2-tailed)	.000	
	N	111	111

** . Correlation is significant at the 0.01 level (2-tailed).

Table 4.4.1. Correlation table for inadequate working environment and depression while working

Interpretation:

The obtained p value is 0.378 which is greater than 0.005. Therefore, we accept H0 null hypothesis and reject H1 alternate hypothesis.

There is no significant difference between inadequate working environment and depression while working

(b)H0: There is no significance difference between experience and balancing work-life and personal life

H1: There is significance difference between experience and balancing work-life and personal life

Correlations			
		Experience	Are you able to balance work life and personal life?
Experience	Pearson Correlation	1	.098
	Sig. (2-tailed)		.305
	N	111	111
Are you able to balance work life and personal life?	Pearson Correlation	.098	1
	Sig. (2-tailed)	.305	
	N	111	111

Table 4.4.2. Correlation table for experience and balancing work life and personal life

Interpretation:

The obtained p value is 0.098 which is greater than 0.005. Therefore, we accept H0 null hypothesis and reject H1 alternate hypothesis

There is no significant difference between experience and balancing work-life and personal life.

CHAPTER 5

FINDINGS, SUGGESTION AND CONCLUSION

5.1 FINDINGS

- 58% of the respondents are male.
- 41% of the respondents are both less than 25 years and 25-30 years.
- 62% of the respondents are single
- 31% of the respondents are earning between 50000-60000.
- 36% of the respondents are from 0-1 years of experience.
- 41% of the respondents disagree with the statement that stress is caused due to the inadequate working environment.
- 50% of the respondents disagree with the statement about feeling stressed from the job.
- 41% of the respondents disagree with the statement that most of the stress is related to Work environment.
- 44% of the respondents disagree with the statement that the amount of work assigned seems inappropriate.
- 54% of the respondents respond neutral to the statement that changing shift timing is not adaptable.
- 38% of the respondents disagree with the statement about experiencing loss of appetite.
- 37% of the respondents disagree with the statement about experiencing prolonged fatigue.
- 44% of the respondents disagree with the statement about suffering from insomnia.
- 46% of the respondents respond neutral to the statement about having frequent headaches.
- 41% of the respondents respond neutral to the statement about having trouble falling asleep.
- 40% of the respondents disagree with the statement about feeling anxious while working.
- 46% of the respondents disagree with the statement about feeling depressed

while working.

- 49% of the respondents respond neutral to the statement that they are able to balance work life and personal life.
- 51% of the respondents respond neutral to the statement that their family related concerns on responsibilities make them feel stressed at work
- 51% of the respondents respond neutral to the statement that their organisation supports them in providing facilities to minimise work family conflict
- 54% of the respondents respond neutral to the statement that it is hard for them to take time off during their work to take care of personal or family matters.
- 32% of the respondents respond neutral to the statement that meditation is preferable to reduce stress.
- 41% of the respondents agree with the statement that their organisation has given a good opportunity which helps them to grow their professional career.
- 44% of the respondents respond neutral to the statement that they are feeling stressed about giving work at the last moment.
- 48% of the respondents agree with the statement that providing rewards and recognition programs helps to reduce stress
- 43% of the respondents agree with the statement that their organisation provides frequent breaks to reduce stress.
- 48% of the respondents strongly agree with the statement that providing team outings helps to reduce stress.
- 41% of the respondents respond neutral to the statement that their organisation has financial motivations to reduce stress.

5.2 SUGGESTIONS

- The overall experience from the study reveals that the employees can reduce the stress if they are provided with frequent breaks and give financial motivations.
- The organisations may reduce job pressure from the workplace by the way of providing rewards and recognition for the employees.
- The management may take necessary steps to reduce the stress and satisfy the employees so that they can be more productive. For example, team outings may help them to manage their stress and also build a good relationship between the team and also higher officials.

5.3 LIMITATION OF THE STUDY:

- The study is conducted in Chennai district only.
- This study is based upon the effectiveness of stress management among employees in a company.
- The data collected for the research is fully on primary data given by the respondents.

5.4 CONCLUSION

Employers should provide a stress-free work environment, recognize where stress is becoming a problem for staff, and take action to reduce stress. Stress in the workplace reduces productivity, increases management pressures, and makes people ill in many ways, evidence of which is still increasing. Workplace stress affects the performance of the brain, including functions of work performance; memory, concentration, and learning. Stress at work also provides a serious risk of litigation for all employers and organizations, carrying significant liabilities for damages, bad publicity and loss of reputation. Dealing with stress-related claims also consumes vast amounts of management time. So, there are clearly strong economic and financial reasons for organizations to manage and reduce stress at work, aside from the obvious humanitarian and ethical considerations. If you are suffering from stress yourself the stress management guidelines here are just as relevant. By investing in stress management, companies can create a win-win situation for both employees and the organization as a whole.

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Questionnaire:

1. Name :

2. Gender

Male

Female

3. Age

Less than 25

25-30 years

30-40 years

40-45 years

Above 45 years

4. Marital status

Single

Married

5. Salary

Less than 30,000

31,000-40,000

41,000-50,000

50,000-60,000

More than 60,000

6. Experience

0-1 years

2-3 years

3-4 years

4-5 years

More than 5 years

7. Do you feel that stress is caused due to the inadequate working environment

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

8. Do you feel highly stressed from your job?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

9. Do you think that most of your stress are related to Work Environment

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

10. Do you feel that amount of work assigned to you seems inappropriate

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

11. Do you think that the time limit to complete a job makes you feel stressed?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

12. Do you feel stressed about giving work at the last moment.

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

13. Do you feel Changing shift timing is not adaptable?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

14. Are you experiencing a loss of appetite

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

15. Are you experiencing prolonged fatigue

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

16. Are you suffering from insomnia

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

17. Do you have frequent headaches

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

18. Are you having trouble falling asleep

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

19. Do you feel anxious while working

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

20. Do you feel depressed while working

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

21. Are you able to balance work life and personal life?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

22. Does your family related concerns on responsibilities make you feel stressed at work?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

23. Does organisations support you in providing facilities to minimise work family conflict?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

24. Is it hard to take time off during your work to take care of personal or family matters?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

25. Do you think Meditation is preferable to reduce stress?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

26. Does your Organization have given a good opportunity which helps you to grow your professional career?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

27. Do you think providing rewards and recognition programs helps to reduce stress?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

28. Does your organisation provide frequent breaks to reduce stress?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

29. Do you feel that providing team outings helps to reduce stress?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

30. Does your organisation have financial motivations to reduce stress?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree