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## A Study on Employee Stress Management in Conserve Solution

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### ABSTRACT

Stress at work is more destructive. Employee stress has become a significant concern for organizations worldwide. This study aims to investigate various strategies for managing employee stress effectively. By reviewing existing literature, conducting surveys, and analyzing data, this research will provide insights into the most prevalent sources of stress in the workplace and the most effective techniques for mitigating them. The findings of this study will contribute to enhancing organizational well-being and productivity by offering practical recommendations for implementing stress management programs. In this study Descriptive Research Design and data obtained were statistically analysed using Chi-square test, one way Anova, Coefficient correlation.

### INTRODUCTION OF THE STUDY

Stress is a natural response to demands or pressures that individuals face in their daily lives. It can be triggered by various factors such as work deadlines, financial concerns, relationship issues, or health problems. When individuals experience stress, their bodies release hormones like cortisol and adrenaline, which prepare them to face the perceived threat or challenge. While short-term stress can be motivating and help individuals perform under pressure, chronic or excessive stress can have detrimental effects on physical, mental, and emotional well-being.

Physically, prolonged stress can weaken the immune system, increase the risk of cardiovascular diseases, and contribute to various health issues such as headaches, digestive problems, and sleep disturbances. Mentally, chronic stress can lead to anxiety, depression, irritability, and difficulty concentrating. It can also affect decision-making abilities and overall cognitive function. Emotionally, stress can cause feelings of overwhelm, frustration, and helplessness, impacting relationships and overall quality of life.

Stress management involves a range of techniques and strategies aimed at reducing or coping with the physical, mental, and emotional effects of stress. One key aspect of stress management is recognizing the sources of stress in one's life, whether they are related to work, relationships, finances, or health, and taking proactive steps to address or mitigate them. This might involve setting boundaries, delegating tasks, or seeking support from colleagues, friends, or professionals.

Another important aspect of stress management is adopting healthy lifestyle habits. Regular exercise, balanced nutrition, adequate sleep, and relaxation techniques can all help reduce stress levels and promote overall well-being. Exercise, in particular, is known to release endorphins, which are natural mood elevators, while relaxation techniques like deep breathing or meditation can help calm the mind and reduce tension in the body.

Effective time management is also key to stress management. Prioritizing tasks, setting realistic goals, and breaking large projects into smaller, more manageable steps can help prevent feelings of overwhelm and reduce stress associated with deadlines or workload. Additionally, learning to say no when necessary and setting boundaries around work and personal time can help prevent burnout and maintain a healthy work-life balance.

### REVIEW OF LITERATURE

**RENA REPETTI AND SHOO-WEN WANG (2017)** This research paper evaluated on how work stressors affect family relationships paints a nuanced picture that may include coping processes and positive outcomes for families. Although we do see echoes of job-related negative mood finding direct expression at home, they also observed other behaviors, like social withdrawal, that may serve to protect the family from the direct display of stress. This study also explains why, in addition to negative mood, the mediators of spillover include cognitive variables, like a desire to avoid social interaction.

**VEMURI SWATHI, M. SUDHIR REDDY (2016)** Study evaluated that the Stress is a growing problem in the workplaces and a particular magnitude for working 26 women. The problems due to high levels of stress can be exhibited physically, psychologically and behaviorally by an individual. The most serious effects of stress relate to performance. Women employees report more non-fatal but long term and disabling health problems. The researcher describes that working women generally involved simultaneously in many tasks, juggling between family and work responsibilities, which leads towards stress among them.

**Charu M. (2015)** In this study, that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of work life.

## RESEARCH METHODOLOGY

Research methodology is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem.

The primary data are usually collected from where the data originally originates from and are regarded as the best kind of data in research. In this study, the questionnaires have been used to collect primary data.

The secondary data is collected through few research papers, other websites and the feedbacks of the people.

A sample of 106 respondents is taken in this study and required data has been collected.

## OBJECTIVES OF THE STUDY

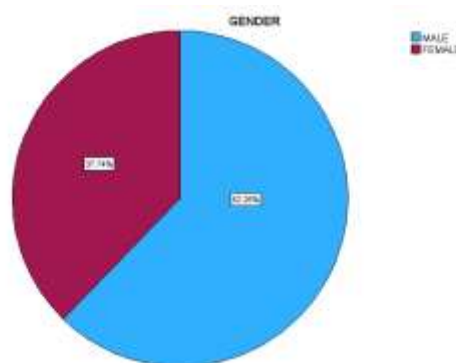
- To Identify Contributing Factors that leads to Stress of Employee
- To Examine coping mechanisms and strategies done by employees
- To identify the impact of stress on employees performance

## DATA ANALYSIS

### PERCENTAGE ANALYSIS

Percentage analysis for the gender of the respondent

GENDER					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALE	66	62.3	62.3	62.3
	FEMALE	40	37.7	37.7	100.0
	Total	106	100.0	100.0	

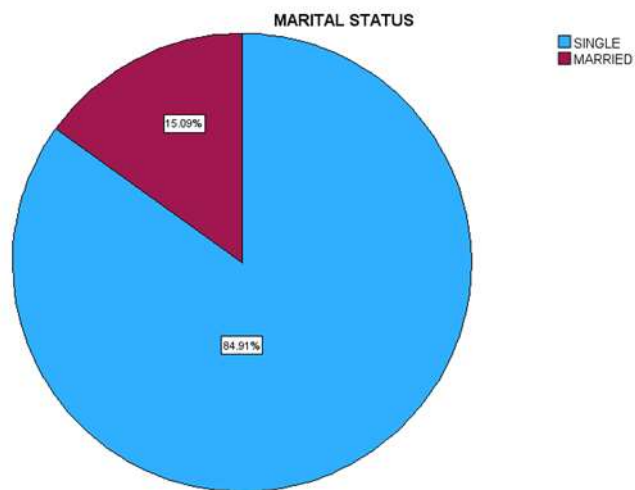


**INFERENCE:** The majority of the respondent 62.3% are male.

Percentage analysis for marital status of the respondent

MARITAL STATUS					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SINGLE	90	84.9	84.9	84.9

	MARRIED	16	15.1	15.1	100.0
	Total	106	100.0	100.0	



**INFERENCE:** The majority of the respondent 84.9% are single.

#### CHI- SQUARE

To find out association between gender & impact of stress on productivity at work.

**Null hypothesis  $H_0$ :** There is no association between gender and impact of stress on productivity at work

**Alternative hypothesis  $H_1$ :** There is an association between gender and impact of stress on productivity at work

Test Statistics		
	GENDER	Impact of stress on productivity at work.
Chi-Square	6.377 <sup>a</sup>	73.547 <sup>b</sup>
Df	1	3
Asymp. Sig.	.012	.000

**INFERENCE:** The result shows a significant value of 0.000 which is less than 0.05. Therefore null hypothesis is rejected and alternative hypothesis is accepted.

#### CORRELATION

To find out relationship between Designation and frequency of work in interfering the personal life.

**Null hypothesis  $H_0$ :** There is no relationship between Designation and frequency of work in interfering the personal life.

**Alternative hypothesis  $H_1$ :** There is relationship between Designation and frequency of work in interfering the personal life

Correlations			
		DESIGNATION	Frequency of work in interfering the personal life.
DESIGNATION	Pearson Correlation	1	.197 <sup>*</sup>
	Sig. (2-tailed)		.043
	N	106	106
Frequency of work in interfering the personal life.	Pearson Correlation	.197 <sup>*</sup>	1
	Sig. (2-tailed)	.043	
	N	106	106

**INFERENCE:** The result shows a significant value of 0.043 which is less than 0.05. Therefore, null hypothesis is rejected and alternative hypothesis is accepted.

### ONEWAY ANOVA

To find out significant difference between Experience and satisfaction with job

**Null hypothesis H<sub>0</sub>:** There is no significant difference between Experience and satisfaction with job

**Alternative hypothesis H<sub>1</sub>:** There is a significant difference between Experience and satisfaction with job

ANOVA					
EXPERIENCE					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	20.872	3	6.957	5.697	.001
Within Groups	124.562	102	1.221		
Total	145.434	105			

**INFERENCE:** The result shows a significant value of 0.001 which is less than 0.005. Therefore, null hypothesis is rejected and alternative hypothesis is accepted.

### FINDINGS

- ✓ The majority of the respondent 62.3% are male.
- ✓ The majority of the respondent 84.9% are single.
- ✓ The result shows a significant value of 0.000 which is less than 0.05. Therefore null hypothesis is rejected and alternative hypothesis is accepted.
- ✓ The result shows a significant value of 0.043 which is less than 0.05. Therefore, null hypothesis is rejected and alternative hypothesis is accepted.
- ✓ The result shows a significant value of 0.001 which is less than 0.005. Therefore, null hypothesis is rejected and alternative hypothesis is accepted.

### SUGGESTION

- Talking to someone about how feel can be helpful. Talking can work by either distracting you from your stressful thoughts or releasing some of the built-up tension.
- Giving counselling to the employees when they face problems, because counselling is the discussion of a problem that usually has emotional content with an employee in order to help the employee cope within better.

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