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A Study on Stress Management with Special Reference to Air Works India Engineering Pvt Ltd at Hosur

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ABSTRACT:

The study investigates the Role of stress management techniques and initiatives. The Key objective was to know the stress management techniques and initiatives.

Simple Random Sampling method has been adopted. 151 Responses were collected using Structured Questionnaire. Data was collected and analyzed using Percentage analysis, ANOVA and Chi-Square analysis. The findings of the study indicate there is no relationship between age, gender of respondents and stress management. It has recommended to the company that if stress management techniques are initiated then the average health of the employees will be better and they can cope with stress and degree of performance of the employee will improve.

Key words: Stressors, Coping Mechanisms, Burnout, Relaxation Techniques, Time management, Resilience, Yoga, Self-care..

INTRODUCTION

Stress is a part of day to day living of every individual. The college students may experience stress in meeting in academic demands people on the job, business men may suffer stress to reach office in time and to complete the projects on time and even the household ladies may experience may experience stress in managing the home affairs and to look for the maid servant the reason for the stress differs from person to person. The stress people experience should not be necessarily treated as harmful. An optimum amount of stress can always act as an energizer or motivator and propel people to apply the effort and complete the work. But high level of stress can be series threat to the personality traits of the individuals and can cause physiological and social problems.

RESEARCH BACKGROUND

Air Works India Engineering Pvt. Ltd. is a pioneering player in India's aviation maintenance landscape, established in 1951 and headquartered in Mumbai. As the country's oldest independent MRO (Maintenance, Repair, and Overhaul) organization, it has built a solid reputation for engineering excellence, regulatory compliance, and safety.

Serving both civil and defense sectors, Air Works supports a wide array of fixed-wing and rotary aircraft, including commercial airliners, business jets, cargo planes, and military platforms. The company holds multiple global certifications—including EASA, FAA, DGCA, and GCAA—making it the only Indian MRO with such extensive international recognition.

GLOBAL TRADE DYNAMICS AND EXPORT OPPORTUNITIES

The global demand for stress management solutions has surged due to rising mental health awareness and lifestyle-related stress. This shift is reshaping trade dynamics, with countries increasingly importing wellness products, digital therapy apps, and mindfulness services. The stress management market includes exports like herbal supplements, yoga accessories, meditation devices, wellness retreats, and mental health software.

IDENTIFIED PROBLEM

High-Stress Work Environment The employees of Air Works India Engineering Pvt. Ltd. are involved in aviation maintenance operations that require high accuracy, adherence to rigorous safety standards, and rapid turnaround, all of which contribute to high stress.

OBJECTIVES OF THE STUDY

1. To analyze the current stress management techniques and initiatives implemented in the industry and evaluate their effectiveness.
2. To study the factors causing stress among the employees.
3. To identify the existence of work stress in the organization.
4. To identify the impact and usefulness of work stress management.

To identify the challenges faced by the industry when managing the stress of employees

REVIEW OF LITERATURE

1. **Grazyna bartkowiak, Agnieszka krugielka, Paulina Kostrzewa-Denczuk, Ryszard Dachowski and Katarzyna Galek-Bracha (2022)**¹ **“Experiencing stress among different professional groups in the context of their age”** The objective to subject of this article is the identification of coping with stress and experiencing stress in three groups of the same number of people, different in terms of their occupation, methodology is fuzzy.
2. **P. Upadhyay, T. F. H. Chang, S. Hariri, S. rallabandi, Santha Yathavakilla, V. Novack, andB. Subramaniam, (2022)**² **“The effect of inner wngineering (IEO) program on reducing stress for information technology professional: A randomized control study”** The main objective is to study introduces an emerging workplace intervention called inner engineering online and evaluates effect on ducing stress, bumout, depression, and anxiety and increasing mindfulness and joy. The methodology is used sharper-o-wilk test, man-whitney-u-test, and Wilcoxon signed-rank test using this study.
3. **Olanipekun and lateef Okikiola (2022)**³ **“Effect on stress on employee performance in guarantee trust bank a qualitative study”** The main objective of the study is to examine the perception of employees on job stress investigating the nature and causes of stress among employees. The methodology used is job demand control model and transaction model. The author found that employees of guaranty trust bank are faced with high level of stress due of their job and reasons behind this include long working hours, heavy workload, and realistic deadline.
4. **Dedi Iskanto (2021)**⁴ **“Stress and its impact on employee performance”** The study is to determine the effect of job stress on employee performance. The methodology is quantitative. The study found that work stress as a significant and navigative effect on employee performance.
5. **Michael W. Smith (2020)**⁵ **“Ways to Manage Stress”** Stresses part of being human, and it can help motivate you to get things done. Even high stress from serious illness, job loss, a death in the family, or a painful life event can be a natural part of life.
6. **Y Dr. K. Gunasekaran (2020)**⁶ **“A study on stress management of its employees”** the study Stress management may be regarded as an important technique and measurement which enhances the overall performances of the employee and improves his productivity and quality of work. Stress is a feeling that creates physiological and psychological imbalance with in a person it’s a body response any demand of changes in internal and external environment.
7. **SF Rasool (2020)**⁷ **“The Roles of Workplace Violence and Occupational Stress”** the purpose of this study is to analyze the relationships between workplace violence, occupational stress, and sustainable work performance. Multiple dimensions of workplace violence (harassment, mobbing, ostracism, and stalking) were used in this study. A questionnaire survey was used, composed of 48 items with a 5-point Likert scale (1, strongly Disagree, to 5, strongly agree).
8. **Liza Varvogli (2020)**⁸ **“Stress Management Techniques”** According to the World Health Organization, stress is a significant problem of our times and affects both physical as well as the mental health of people. Stress is defined as a situation where the organism homeostasis is threatened or the organism perceives a situation as threatening. Stress coping methods are the cognitive, behavioral and psychological efforts to deal with stress.
9. **Dr. Jolly Sahni (2020)**⁹ **“Stress and Coping Mechanism during WFH (Work from Home) Among Service Industry Employees”** The continuing crisis of Coronavirus-19 disease (COVID- 19) has changed our lives considerably; imposing the need for various modifications for organizations and individuals to cope up in this testing time.
10. **Farah Shazlin Johar (2020)**¹⁰ **“Work-Related Stress and Coping Strategies”** While the issue of work-related stress has gained increasing attention as an important construct in Western Literature, coping strategies concurrently have never been comprehensively reviewed in Asian tradition. The purposes of this review are to investigate work-related stressors across occupations and coping strategies used by these various occupations in reduction the stressful environment. The reviewed articles were obtained from three main databases; Web of Science, Scopus and Medline.
11. **Ms. NeetuPareek (2020)**¹¹ **“A study of stress management techniques to overcome the covid- 19 pandemic”** Managing Stress is the biggest challenge especially if we are talking about the current scenario of Covid-19 outbreak; this is very strenuous for each any every individual to overcome by it. In this article we can get an overview about the stress and its management techniques, which can work in this pandemic situation. Stress is very common concept in today’s era. Stress can differ for any person or any situation. Stress management includes different techniques like proper planning, listening body needs.
12. **Ehsan & Ali (2019)**¹² **“Influence of work stress over employee productivity in banking staff”** The stress causing variables identified by the study were workload, role ambiguity as well as role conflict. It was observed that stress related factors had negative effects on job environment and decreased employee performance. The investigation suggested that employee stress can be reduced by redesigning of jobs to lower workload, cutting back role conflict & role ambiguity. Moreover, the organization can provide counseling and arrange stress management training programs for the benefit of their employees.
13. **Amith et al. (2019)**¹³ **“Study on work-life balance of women teachers”** The study noticed that multirole of working women is a major source of work stress. A working woman has to balance among personal health, family health, child care, elder care, economic issues and support to spouse. As such a working woman is highly stressed. The study suggested that management should conduct suitable training programs on stress management for reducing their work stress so that they can lead stress-free happy life
14. **Rawal & Mhatre (2018)**¹⁴ **“Study to examine the stressors, their effects and practiced coping methods by teachers at self-financing**

schools” The study noted that major cause of stress among these employees is overloaded work. Many times they had to sacrifice their domestic functions in order to complete work assigned at school. It was observed that in spite of huge stress they somehow manage to balance their social life.

15. **Pal et al. (2018)¹⁵ “Work related stress & professional adjustments among medical professionals”** The study noted that senior doctors experience 20 higher stress due to several responsibilities on their shoulders whereas junior doctors do not face such problems. The study suggested that if settled guidelines are made available to doctors, they would be able to better handle their stress. In this way their life may become meaningful and they would be able to perform their duties with better efficiency.

16. **Bhargava & Trivedi (2018)¹⁶ “The stressors causing stress among youth”** The study noticed that most of youth were highly stressed. The identified symptoms were being eating, headaches and depression. Besides others, main causes observed were relationship stress, psychological and financial stress. In the present competitive environment youth faces career related stress due to fear of scares job opportunities. Stress management strategies used by youth are sound sleep, meditation, practicing yoga, seeking counseling and going out in company of friends. It was also observed that excess involvement with social media has made young generation more self-centered and they now connect mostly through technology.

17. **Reddy et al. (2018)¹⁷ “Study on stream wise difference in stress does exist in students”** It is important to deal with stress at personal, social and institutional level. Remedies such as feedback, yoga, life skills training, mindfulness, meditation and psychotherapy have been found useful to deal with stress. To identify the main reason of stress is the key to deal with it. Professionals can develop tailor made strategies to deal with stress. The integrated well-being of the students is important not only for the individual but for the institute as well.

18. **Sharma et al. (2016)¹⁸ “Study stated the use of various methods to curb stress”** Doing one physical exercise on daily basis can address the concern of stress. One can also adopt to various time management tools and get involved with leisure activities which can benefit students. Also, it was suggested that colleges should have a conducive ambience to curtail the stress. Change in the style of delivery from teachers end and providing mentors can bring fresh air to the teaching style.

19. **Datt, Dr., Punam and Washington, Dr., Anthea (2015)¹⁹ “Impact of stress on work performance and career development”** Application of Herzberg’s theory for handling stress effectively the researcher discussed the both kind of stress eustress or positive stress and distress or negative stress, their impact and the measures to overcome this stress with the help of Herzberg’s theory.

20. **Sujatha & Raju (2013)²⁰ “Stress management of workers employed in MNC’s of Chennai City”** The study noticed that employee stress was independent of gender, age, present position and total experience. Organization can reduce employee stress to a larger extent by using proper stress management methods.

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26. **P.S. Swaminathan, & Rajkumar S (2013)²¹ “Stress levels in Organizations and their Impact on Employees Behavior”** They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees’ individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress .

27. **Satija S. & Khan W. (2013)²² “Emotional Intelligence as Predictor of Occupational Stress among Working Professionals”** According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively effect on employee’s work attitudes & behavior. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress.

28. **Dwamena (2012)²³ “The factors causing work stress and their influence on employee’s productivity”** It was noticed that negative factors which stressed employees, had a negative impact on productivity. Thus, it was proved that stress had a negative impact on employees’ productivity

29. **Khalid A. (2012)²⁴ “Role of Supportive Leadership as a Moderator between Job Stress and Job Performance”** have found that, there is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Therefore, a supportive leader can improve the performance of an employee even at unfavorable situations.

30. **Deshpande (2012)²⁵ “Study on practices followed by various organizations for prevention, minimization and controlling workplace stress”** The study examined the adoption of yoga, meditation & soothing humor to control workplace stress. The study inferred that workplace stress and yoga, meditation & soothing humor have a positive as well as significant relationship. Thus, yoga-based interventions result in significant reduction in workplace stress.

31. **Kavitha (2012)²⁶ “Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatore”** She has focuses on the organizational role stress for the employees in the IT sector. She found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women.

32. **Khalid A. (2012)²⁷ “Role of Supportive Leadership as a Moderator between Job Stress and Job Performance”** have found that, there is a direct relationship between stress and job performance in any organization. To improve the performance of an individual in an organization an employee should receive good support from their leaders. Therefore, a supportive leader can improve the performance of an employee even at unfavorable situations

33. **Urška Treven, Sonja Treven & . Sarotar Zizek (2011)²⁸ “Effective approaches to managing stress of employees”** have found that, where the workers are said to be stressed are more likely to be unsuccessful in their work. Various approaches of managing stress, good work organization and good management are the effective ways of preventing stress. They categorized stress broadly into three types; such as i) Transient Stress ii) Post Traumatic Stress Disorders (PTSD) and iii) Chronic Stress.

Kumari & Pandey (2011)²⁹ “stress management practices at Avtar Steel Industries located at Chennai” Most of the employees found that physical & psychological environmental conditions were quite satisfactory at the workplace. Training programs conducted by organization were useful. However, many rs also had better working capital cycles, supported by advance orders and overseas warehousing.

Silva R., & Gomez T. (2022), “Exporting and Return on Investment in Brazil’s Quartz Industry”. The study analyses ROI among Brazilian quartz firms that expanded their export capacity. Return on Investment grew by 18% on average due to better asset utilization and longer production cycles. Export incentives helped mitigate logistics cost hikes during global supply chain disruptions.

RESEARCH GAP

Temporal Financial Impact: investigate how exporting affects the engineered quartz companies’ finance over a time, considering global demand and currency fluctuations. Regional Financial Variations: compare the financial benefits of export across different regions to identify varying impacts on engineering quartz firm. Specific Export Incentives: explore target financial incentives, like tax break or subsidies, provided to engineered quartz manufacturers for exporting. Consumers Preferences Influences: study how regional consumer tastes and market maturity levels affect financial returns from exporting engineered quartz products. Government Policies Impact: examine how policies and support programs in regions like the US, Europe and Asian influence financial outcomes for engineered quartz exporters.

RESEARCH Methodology

Based on the above reviews of literature, most of the studies dealt with stress management techniques and initiatives and its negative and positive impacts on employees. However, this study isn’t specifically done in Hosur air work india engineering Pvt Ltd. Thus, finding cannot be generalized. Thus, the study intended to fill the research gap by examining how the stress management techniques and initiative to manage stress.

LIMITATION OF THE STUDY

Access to reliable financial data on engineered quartz exports is limited due to varying reporting standard across countries and companies. Studies may exclude regions with significant export potential, limiting the applicability of findings.

Predicting the impact of currency fluctuation on profitability is challenging due to the variability over time. Company’s reluctance to share financial information due to the confidentiality can impede data collection effort.

DATA ANALYSIS AND INTERPRETATION

Table 1. Physical environment at workplace cause stress

PHYSICAL ENVIRONMENT AT WORKPLACE	RESPONDENTS	PERCENTAGE	CUMULATIVE PERCENTAGE
Strongly disagree	17	11.7	11.7%
Disagree	35	23.3	35%
Neither disagree, not agree	23	15.3	50.3%
Agree	56	37.3	87.6%
Strongly agree	19	12.7	100.00%
Total	150	100	

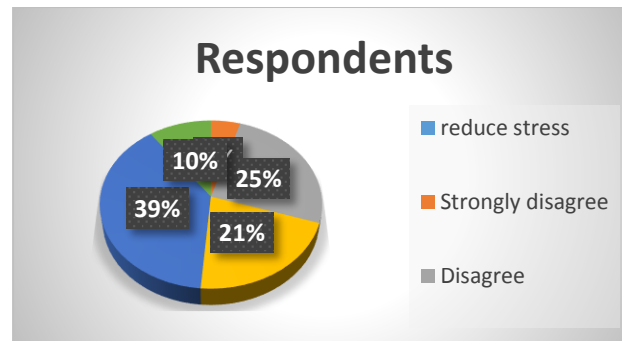


Chart 1. Physical environment at workplace cause stress

INTERPRETATION:

From the above table 4.2.6, describes that physical environment at workplace of the respondents in the company. 11.7% (17) of the respondents are strongly disagree, 23.3% (35) of the respondents are disagree, 15.3% (23) of the respondents are neither disagree, not agree, 37.3% (56) of the respondents are agree,

Table 2. Time pressure to complete work

Time pressure to complete work	Respondents	Percentage	Cumulative percentage
Strongly disagree	18	12.0	11.7%
Disagree	30	20.0	31.7%
Neither disagree, not agree	26	17.3	49%
Agree	64	42.7	91.7%
Strongly agree	12	8.0	100.00%

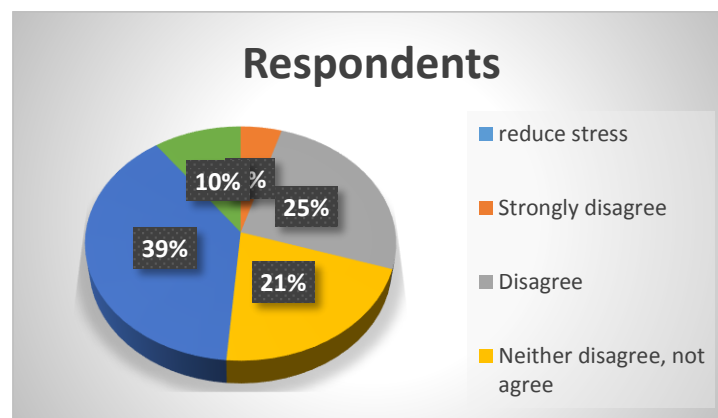


Chart 2 Time pressure to complete work

INTERPRETATION:

From the above table 4.2.7, describes that time pressure to complete work of the respondents in the company. 12.0% (18) of the respondents are strongly disagree, 20.0% (30) of the respondents are disagree, 17.3% (26) Of the respondents are neither disagree, not agree, 42.7% (64) of the respondents are agree, 8.0% (12) Of the respondents are strongly agree

Table 3. Lack of co-operation in office

Lack of co-operation	Respondents	Percentage	Cumulative percentage
Strongly disagree	22	14.7	11.7%
Disagree	36	24.0	35.7%
Neither disagree, not agree	31	20.7	56.4%
Agree	54	36.0	92.4%
Strongly agree	7	4.7	100.00%
Total	150	100	

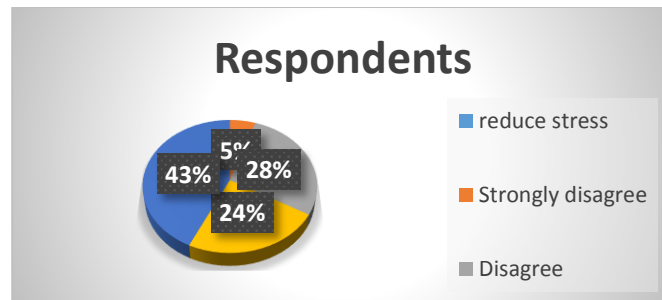


Chart 3. Lack of co-operation in office

INTERPRETATION:

From the above table shows that 14.7% (22) of the respondents are strongly disagreed in lack of co-operation in office, 24% (36) of the respondents are disagreed, 20.7% (31) of the respondents are neither disagree, not agree, 36% (54) of the respondents are agree, and 4.7% (7) of the respondents are strongly agreed.

SUMMARY OF FINDINGS

- ❖ 78.7% of the respondents belong to the Age group of 18-25 years
- ❖ 50% of the respondents are Male and remaining 50% of respondents are Female
- ❖ 65.3% of the respondents are having qualification of UG and PG
- ❖ 41.3% of the respondents are having Work Experience of less than a year
- ❖ 62% of the respondents are On-roll employees
- ❖ 37.3% of the respondents agree Physical Environment at Work Place can cause stress
- ❖ 42.7% of the respondents agrees time Pressure to Complete Work
- ❖ 36% of the respondents agree there is lack of co-operation in office
- ❖ 40.7% of the respondents agrees family problems can create stress
- ❖ 46% of the respondents agree physical exercise can reduce stress
- ❖ 43.3% of the respondents agree health problem cause stress
- ❖ 51.3% of the respondents agrees lack of proper communication can create stress
- ❖ 50% of the respondents agree working condition can create stress
- ❖ 46.7% of the respondents agree financial motivation can reduce stress
- ❖ 60% of the respondents agrees training and development can reduce stress
- ❖ 38.7% of the respondents agree family counselling can reduce stress
- ❖ 50.7% of the respondents agree relaxation can reduce stress

SUGGESTION

1. Implement a formal stress management program that includes regular assessments, mental wellness workshops, and a structured process for identifying and supporting stressed employees, tailored specifically to the high-pressure aviation maintenance environment.
2. Optimize shift schedules and enforce rest breaks by reducing the frequency of night duties, ensuring proper recovery time between shifts, and mandating short breaks during long work hours to combat fatigue and promote physical and mental recovery.
3. Establish a confidential Employee Assistance Program (EAP) offering psychological counseling, stress helplines, and peer support networks to provide accessible mental health care and reduce stigma around seeking help.
4. Introduce a Fatigue Risk Management System (FRMS) to monitor employee workloads, working hours, and alertness levels, ensuring operational safety while minimizing chronic stress and burnout due to overwork.
5. Train managers and supervisors to recognize signs of stress and burnout, create an open and supportive environment, and respond with empathy and practical solutions such as referrals or temporary workload adjustments.

CONCLUSION

The study was conducted to know the stress management techniques and initiatives at AIR WORKS INDIA ENGINEERING Pvt Ltd. It has been found from the analysis there is no significant relationship between age and stress management, the management has to provide one task at a time to reduce stress at workplace and to improve efficiency in production, majority of the respondents have agreed that physical environment can cause stress at workplace so the organization has to take necessary steps related to the environment, the flow of communication should be effective and the organization should undertake regular yoga and meditation classes to manage the stress among the employees

DIRECTIONS FOR FUTURE RESEARCH

In this research we focus on only US & Euro currency dealing in the export, in the future can have analysis in the various currency fluctuations apart from the US & Euro. The research can have a comparison of the Natural and Engineered quartz and their financial rewards of export. The research can have both financial rewards and the financial risk in the engineered quartz export. The research can implement the cost incurred in the utilizations of the schemes and their documentations and the process cost can be analysed.

The research can be implemented various countries export and the import rewards and the best country for export and import of engineered quartz can be identified based on the financial aspects.

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