



## A STUDY ON EMPLOYEE STRESS MANAGEMENT WITH SPECIAL REFERENCE TO OLA ELECTRIC TECHNOLOGIES PVT LTD, AT POCHAMPALLI.

**Dr. Dhanasekaran M<sup>1</sup>, Vignesh S<sup>2</sup>**

<sup>1</sup> Associate Professor and head, Adhiyamaan College of Engineering (Autonomous), Hosur, Tamil Nadu, India

Email: [Hod\\_mba@adhiyamaan.ac.in](mailto:Hod_mba@adhiyamaan.ac.in)

<sup>2</sup> II Year MBA, Department of Management Studies

Adhiyamaan College of Engineering (Autonomous), Hosur, Tamil Nadu, India

Email: [vigneshmba2209@gmail.com](mailto:vigneshmba2209@gmail.com)

### ABSTRACT :

His research investigates Workplace stress has become a significant issue affecting employee well-being and organisational performance in today's fast-paced and cutthroat commercial climate. This study examines the causes, signs, and coping mechanisms of stress in workers at Ola Electric Technology Pvt. Ltd., a major participant in the Indian electric vehicle market. Using a descriptive and analytical methodology, the study gathers primary data from 100 employees in different departments using structured questionnaires.

The results show that the main sources of stress are heavy workloads, short turnaround times, unclear roles, and a lack of work-life balance. The majority of workers acknowledge the existence of stress-reduction programs like yoga, counselling, and supportive supervision in spite of these obstacles. Significant connections between demographic characteristics and stress perceptions are revealed by statistical analysis, such as chi-square and correlation tests. The report emphasizes how Ola Electric must improve communication, create a better workplace culture, and provide focused wellness initiatives in order to improve its stress management procedures. The findings support the use of organized interventions to reduce stress and improve employee retention, productivity, and morale. This research contributes valuable insights into stress dynamics within the electric vehicle manufacturing industry and proposes practical strategies for holistic employee support.

### INTRODUCTION

Stress in the workplace and the resulting physical and mental well-being of employees are major company concerns. Because stress has negative consequences on both individuals and organisations, it is necessary to study it. When health is defined as a person's overall physical, mental, and social well-being rather than just the absence of disease, it is clear that stress can have a wide range of negative health effects. The distress that results from poorly managed stress can manifest as physiological, psychological, and behavioural issues for the individual. Since coping is all about minimising or controlling stress, knowing how to cope will help you reap the rewards of effectively managing stress. All people need a peaceful mind and a contented heart, but employees especially need these qualities to shine a light on ignorance and provide a way through chaos and uncertainty. Employees experience stress as a result of these pressures.

### RESEARCH BACKGROUND

Ola Electric Technologies has established itself as a major force in the shift to electric vehicles in India, supporting a larger national initiative to fight climate change and lessen urban pollution. To build a strong presence and promote the use of electric vehicles (EVs), the company has successfully negotiated the particular opportunities and obstacles presented by the Indian market. The word "stress management" is broad and includes training, education, and facilitation regarding the effects of stress on individuals and groups. The study of stress management teaches and encourages the development of coping mechanisms. With the goal of reducing environmental effect at every turn, the company's emphasis on sustainable practices extends to its supply chain and manufacturing procedures.

### IDENTIFIED PROBLEM

Employee stress has grown to be a serious problem in today's fast-paced, cutthroat workplace, impacting both individual health and organisational effectiveness. This is especially true in organisations that are innovative and dynamic, like Ola Electric Technology Pvt. Ltd., where deadline pressure, high performance standards, and quick technology advancements are typical. Although such an atmosphere encourages development and creativity, if it is not adequately controlled, it may also result in higher levels of occupational stress among workers. According to preliminary observations and

unofficial conversations with Ola Electric staff, stress is becoming a major issue that has an impact on workers' mental and physical well-being as well as their engagement, morale, and retention.

By identifying the main stressors affecting Ola Electric employees, analysing their existing coping mechanisms, and evaluating the company's role in promoting stress management, this study seeks to thoroughly investigate these concerns. The results will be used to provide workable and long-term ways to raise staff productivity and well-being.

### **OBJECTIVES OF THE STUDY**

To evaluate how Ola Electric Technology Pvt Ltd employees' performance is affected by stress management. to determine the main sources of workplace stress, such as workload, job pressure, unclear roles, interpersonal disputes, or organisational changes.

to identify the typical signs of stress that workers encounter, such as emotional, physical, and behavioural manifestations.

to comprehend what workers expect from workplace stress-reduction techniques and support networks.

to investigate and assess the efficacy of the company's current stress management strategies.

to offer suggestions for bettering working procedures, guidelines, and support networks in order to lessen stress.

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### **REVIEW OF LITERATURE**

Therefore, support staff stress levels and wellbeing are crucial for the service as a whole as well as for the individual and the user. Support staff members who provide intellectual disability (ID) services frequently deal with emotionally and physically taxing conditions at work. The impact of an acceptance and mindfulness-based stress management course on the psychological distress and general wellbeing of support staff members who work with people who have ID and problematic behaviour was investigated by the author. The findings show that an acceptance and mindfulness-based workshop intervention is beneficial in lowering distress among support staff employed by ID services; these workshops are especially beneficial for the most troubled.

Any nation's ability to generate income depends on its industrial and manufacturing sectors, which are growing and dynamic. It is important to identify the elements that affect stress in industrial sector workers, particularly those employed in the manufacturing, production, and other private sectors. They conducted a comparative analysis of organisational stress in the organisational cultures of South Asia. A key component of stress management, according to the comparison study, is job stability and job happiness. Employee-acceptable rules, like measures to balance work and personal life, must be established by organisations. Working schedule 28 should also be flexible because, based on our research, stress is caused by strict deadlines and Sharpe targets. Lastly, safe and sound working conditions are essential.

For workers, their families, and their companies, employee health and wellness are critical. Interventions for stress management work, albeit their efficacy seems to vary depending on the outcome being measured. These treatments focus on workers who have been exposed to risk factors in an effort to either eradicate the risk factor or provide them the information and abilities they need to manage the stressor. The inclusion of stress management in workplace wellness programs seems to be on the rise, and these initiatives tend to use a primary or secondary intervention strategy rather than a tertiary one. Without treating positive and negative work experiences as merely opposite ends of the same continuum, this concept enables the integration of rehabilitation interventions and health promotion initiatives.

Stress at work is known to increase the risk of a number of behavioural, psychological, and physical illnesses. By improving wellness and managing stress in a preventative manner, both individuals and organisations can lessen chronic conditions. The application of preventative stress management, which has its roots in public health and preventive medicine, to improve eustress and avoid distress was the author's main focus after a quick examination of the data regarding the health hazards connected with occupational stress. In order to expand the TPSM framework, go from stress prevention to improving wellbeing by incorporating positive psychology. The general public health of the workplace is improved when organisational protection, preventive, and individual wellness are addressed. Additionally, using positive psychology techniques to manage work-related stress may have beneficial repercussions at home.

### **RESEARCH GAP**

Although a large amount of study has been done on stress management in a variety of industries, little of it has specifically addressed the particular difficulties faced by workers in the electric vehicle (EV) scooter manufacturing industry. Existing research on general manufacturing or other related sectors may not fully address the unique pressures brought about by this industry's rapid expansion and technical advancements. Stressors Particular to the Industry: Research that has already been done frequently focusses on general stressors in the industrial sector, like a heavy workload, time constraints, and role ambiguity. Studies looking at the particular pressures particular to the EV scooter manufacturing sector, such as quick technology advancements and strict regulations, are scarce, nonetheless.

standards as well as fierce rivalry in the industry. Effectiveness of Stress Management Strategies: Although a number of stress management techniques have been researched in more general settings, their efficacy in the EV scooter manufacturing industry has not been thoroughly assessed. Empirical study is required to evaluate the effects of particular stress management techniques on workers' well-being and productivity in this sector, including work-life balance initiatives, employee assistance programs, and health and wellness initiatives. The Effect of Technology on Stress: Employees in the EV scooter manufacturing sector must regularly upgrade their abilities and adjust to new procedures due to the industry's constant technical improvements. There is not enough

**RESEARCH METHODOLOGY**

One definition of research methodology is a written piece of prose. An organised study of the topic based on borrowed materials with appropriate citation and consultation in the paper's main body is known as a documented prose work. In order to understand various phenomena, research in management is rather significant. Its goal is to use scientific and methodical approaches to find answers to questions. "Research is a systematic effort to acquire new knowledge and an academic activity." As part of an academic need to comprehend and assess employee stress and its management in an organisational setting, this project is a descriptive and analytical research study.

**LIMITATION OF THE STUDY**

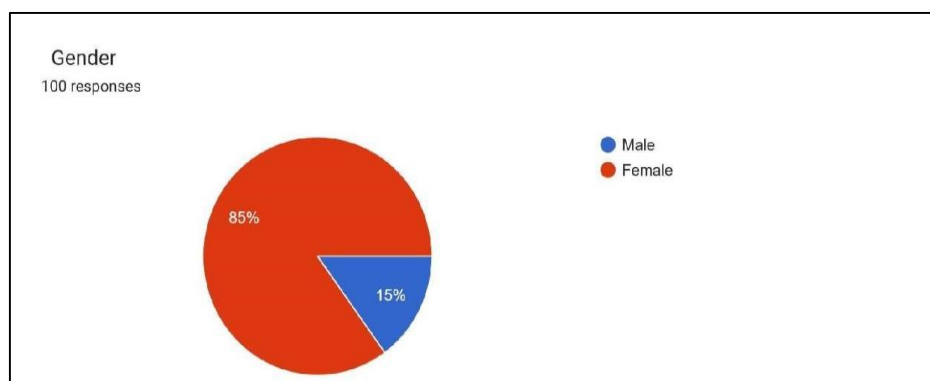
The study relies on self-reported data, which may be biased by the individual, exaggerated, or underreported out of fear of criticism or consequences. The results may not apply to other businesses or industries because the study was carried out within a single organisation (Ola Electric Technology Pvt Ltd ). The sample size could not accurately reflect the total number of employees, particularly if the workforce is sizable and diversified in terms of location or position. Even in comparable professions or environments, psychological stress can differ greatly from person to person due to its intrinsic subjectivity.

**DATA ANALYSIS AND INTERPRETATION**

**TABLE NO 4.1.1**  
**GENDER OF THE RESPONDENTS**

S.NO	PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Female	85	85%
2	Male	15	15%
	<b>Total</b>	<b>100</b>	<b>100%</b>

**GENDER OF THE RESPONDENTS**



**Gender**

**INTERPRETATION:**

The above table shows that the total number of respondents is 100. 85% of the respondents are female, while 15% are male. Majority 85% of the respondents are female

**CHART NO 4.2.1**

TABLE NO 4.1.2

## EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

S.NO	PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE (%)
1	UG	72	72%
2	PG	19	19%
3	Diploma	04	04%
4	HSC	01	01%
	<b>Total</b>	<b>100</b>	<b>100%</b>

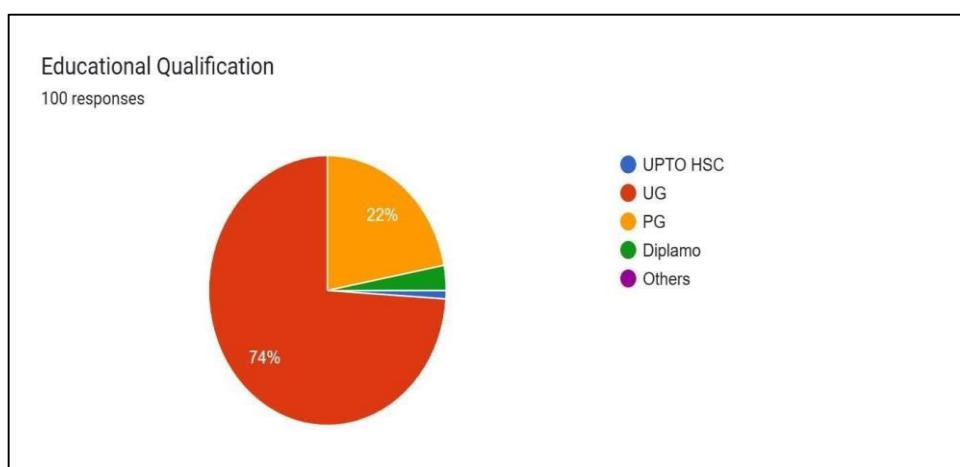
Source: Primary Data - unsold

## INTERPRETATION:

The above table shows that the total number of respondents is **100**. **72%** of the respondents have completed **UG** (Undergraduate) education, **19%** have **PG** (Postgraduate) education, and **04%** have completed a **Diploma**. A small percentage, **01%**, have education up to **HSC**. Majority 72% of the respondents are UG

CHART NO 4.2.2

## EDUCATIONAL QUALIFICATION OF THE RESPONDENTS



## Educational Qualification

TABLE 4.1.3

## COUNSELLING FROM THE MANAGEMENT

S.NO	PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Strongly Agree	44	44%
2	Agree	35	35%
3	Neither Agree nor Disagree	16	16%
4	Disagree	04	04%

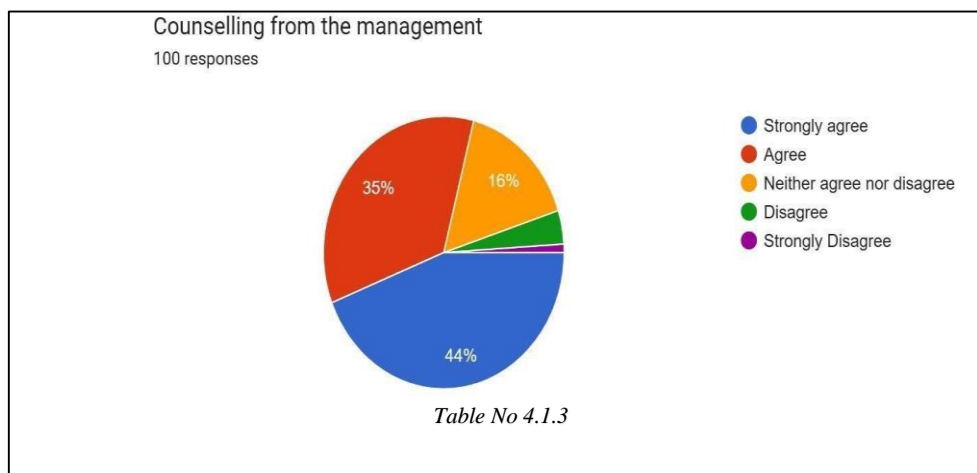
5	Strongly Disagree	01	01%
	<b>Total</b>	<b>100</b>	<b>100%</b>

Source: Primary Data - unsold

#### INTERPRETATION:

The above table shows that the total number of respondents is **100**. A significant portion of respondents, **44%**, strongly agree that there is a toxic workplace culture. **35%** agree with this statement. **16%** neither agree nor disagree, indicating some uncertainty or neutrality. A smaller portion, **04%**, disagree with the idea of a toxic workplace, while **01%** strongly disagree.

Majority 44% of the respondents are strongly agree.



#### COUNSELLING FROM THE MANAGEMENT

#### SUMMARY OF FINDINGS

The majority The motor department accounts for 20% of the responses. The majority Women make about 85% of the respondents. The majority UGs make up 72% of the respondents. The majority of those surveyed, 44% strongly agree. The majority of respondents 46 percent strongly agree. 49% of respondents, or the majority, strongly agree. The majority of respondents 50% strongly concur. The majority of respondents 47 percent strongly agree. The majority of respondents 48 percent strongly agree. The majority of respondents 47 percent strongly agree. The majority of respondents 48 percent strongly agree. 49% of respondents, or the majority, strongly agree.

#### SUGGESTION

The business should make a concerted effort to eradicate harmful workplace behaviours and promote a polite, inclusive, and healthy atmosphere. By reducing needless micromanagement and allowing individuals to be autonomous in their work, managing can foster creativity and accountability. Work tasks ought to be manageable and well-defined. To prevent overburdening staff, complex duties should be accompanied by sufficient training. To avoid overwork and burnout, tasks should be delegated according to an employee's abilities and capabilities.

Reduce the amount of repetitive labour you do. Workers should be offered chances for enrichment or job rotation, as well as encouragement to work on creative projects. To lessen impatience and conflict, employees should receive emotional control training. Programs for emotional intelligence can enhance resilience and interpersonal relationships.

To increase motivation and lower stress, job positions should be in line with people's interests and strengths. Employees who have access to professional counselling services can manage stress in a healthy way and avoid developing more severe mental health problems. Make certain that every department has the infrastructure, tools, and technologies it needs to finish its work quickly and without stress.

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## CONCLUSION

Stress cannot be totally eradicated and is an unavoidable part of human existence. Its impact and intensity, however, differ from person to person based on environmental factors and individual resiliency. Stress at work has a major impact on workers' performance, morale, and health, particularly in high-pressure sectors like the production of electric vehicles. As a result, stress awareness and management are not only organisational priorities but also personal necessities.

If not properly managed, stressors whether internal, such as emotional conflicts and personal expectations, or external, like workload and deadlines, can have negative consequences. Therefore, stress is a universal phenomenon that affects all living things. However, the negative effects of stress can be lessened and it can be directed in a constructive way with the correct psychological approaches and management skills.

Employers can assist their staff in a number of ways. Establishing work conditions that support attention and mental clarity is crucial for positions requiring persistent mental energy and strong focus. Employee stress management and focus can be enhanced by solutions like remote work choices, flexible work schedules, and quiet hours. Moreover, managers and employees can work more productively without experiencing burnout by dividing up the job across teams or assigning high-concentration duties to others.

Long-term stress management also heavily depends on creating a supportive workplace culture where employees feel comfortable sharing their worries and mental health is valued. Individual well-being is not the only benefit of stress recognition and proactive management through structured interventions.

## DIRECTIONS FOR FUTURE RESEARCH

Even though this study provides insightful information about how Ola Electric Technology Pvt Ltd employees manage stress, there are still a number of topics that need more research. The following are some ways that future studies can build on the current findings and overcome current constraints: To ascertain if results are consistent or differ by organisational culture, size, or location, future research might examine stress levels and coping strategies across a number of electric vehicle (EV) production companies. Stress data was collected for this investigation all at once. Longitudinal studies can assess the long-term effects of stress management programs and shed light on how employee stress changes over time.

Future research should examine gender-specific stress experiences or cultural factors that influence coping techniques in varied workforces, as this study's respondents were primarily female.

The association between stress management techniques and organisational indicators including staff retention, absenteeism, productivity, and innovation can be further investigated.

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