



A Study on a stress management of employees at VMC.

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ABSTRACT

This paper examines the extent of the strain elements for the personnel and recommends the answer for minimizing the strain impact. High strain task refers to paintings, which contain anxious timetable and complicated task duty that result into imbalance among non-public and paintings existence. This look at is constrained in the low-stage employee. Stress not unusual place phenomenon of current existence. Stress varies from character to character and scenario to scenario. Stress control contain strategies like rest exercises, time control and mindfulness-primarily based totally approaches. In current existence strain is a not unusual place problem. The poor impact of strain impacts man or woman fitness and performance. As an end result, man or woman have their personal strain belief and that they broaden one-of-a-kind varieties of techniques that allows you to manipulate demanding scenario

Key words: - Stress management, employee.

INTRODUCTION OF THE STUDY

What is Stress

Stress refers to conflicting tension between us and our external environment, resulting in emotional and physical stress. In our fast-paced world, it is impossible to live without stress, whether you are a student or an office worker. Stress can be both positive and negative, depending on each individual and their unique perception of the tension between the two forces. Not all stresses are bad, for example positive stress can help individuals function with optimal effectiveness and efficiency. The word STRESS comes from the Latin STRINGER, which means to stretch. From the point of view of physical science, all materials will appear as phenomena of stress when subjected to a strong force, pressure, tension or front. Stress management is about using stress to our advantage, not eliminating stress can lead to physical and physical strain. Therefore, stress can be considered as a kind of motivation. It's important to manage stress levels so they don't negatively affect your health, health, and relationships.

What causes stress?

There are many reasons of pressure, and the reasons of pressure are known as stressors. Common way of life stressors encompasses overall performance, threat, and bereavement stressors. Performance stressors get up whilst someone reveals themselves in a state of affairs in which they want to carry out well. Maybe it is at some point of a overall performance review, lunch together along with your boss, or a presentation. Imminent stressors regularly get up whilst cutting-edge situations pose a risky threat, which include a recession or the end result of an accident. Finally, grief takes place whilst there's a experience of loss, which include the demise of a cherished one or the lack of some thing valuable. Stress has already been mentioned - invisible. It is a disorder that impacts you, your organisation and all its members, so that you can't forget about it.

Definition of stress:

Stress in character is described as any interference that disturbs a person's wholesome intellectual and bodily wellbeing. It happens whilst the frame is needed to carry out past its everyday variety of capabilities.

Types of Stress: There are five essential classes of stress, specifically eustress, distress, hyper stress and hypo stress, neustress, continual strain. Negative strain can motive many bodily and mental problems, even as advantageous strain may be very useful for us. Here's how differentiate among them.

Eustress

This is a advantageous shape of strain, which prepares your thoughts and frame for the upcoming demanding situations that it has perceived. Eustress is a herbal bodily response via way of means of your frame which will increase blood float on your muscles, ensuing in a better coronary heart rate. Athletes earlier than a opposition or possibly a supervisor earlier than a main presentation could do properly with eustress, letting them derive the muse and power this is needed.

Distress

It is a poor shape of stress. This takes place while the thoughts and frame is not able to deal with changes, and normally takes place while there are deviations from the norm. They may be labeled into acute stress and continual strain. Acute stress is intense, however does now no longer final for long. On the opposite hand, continual stress persists over an extended length of time

Hyper stress

This is any other shape of poor stress that takes place while the person is not able to deal with the workload. Examples encompass surprisingly disturbing jobs, which require longer running hours than the person can handle. If you believe you studied which you are stricken by hyper stress, you're in all likelihood to have unexpected emotional breakdowns over insignificant issues, the proverbial straws that broke the camel's back.

Hypo stress

Lastly, hypo stress takes place while someone has not anything to do together along with his time and feels continuously bored and unmotivated. This is because of an inadequate quantity of stress consequently a few stress is inevitable and useful to us. Companies have to keep away from having people who enjoy hypo stress as this could motive productiveness and mindfulness to fall. If the task scope is dull and repetitive, it'd be a very good concept to enforce a few shape of task rotation in order that there's constantly something new to learn.

Neu stress

If the stress for the everyday adaptability of guy to his surroundings and consequences with inside the renovation of inner consistent state it's miles called neustress.

Factor of stress:

- Long hours
- Heavy work load
- Change within the organization
- Tight deadlines
- Changes to duties
- Job insecurity
- Lack of autonomy
- Boring work
- Harassment
- Lack of proper resources
- Poor relationship with colleagues or bosses

Objective of the study

- To identify the potential source of stress.
- To identify the consequences of stress.
- To know about the satisfaction level of employer's practices.



- To identify the factor causing stress among the employee.
- To identify the coping strategic to manage stress.
- To find out the level and kind of stress among the employee.

Literature Review:

1. Ulleberg, Parl and Torjsrn Rundmo (1997) found that the most important aim of this study was to look at however job stress within the offshore operating atmosphere could have an effect on staff expertise of strain. This study conjointly analyses each the most and moderator impact of social support on the association between job stress and strain. The association between strain and absence is additionally analyzed. Job stress was found to be related to job discontent, additionally as expertise of strain. Social support from a supervisor had a main impact on strain. Some proof of the analgesic effects of social support were found. the workers WHO had been absent from work skilled most strain. it's complete that job stress foretold job discontent and strain. In turn, strain and absence were related to one another. These results recommend that up structure and social factors ought to be the focal space in health promotion within the offshore industry.

2. Ahmadi el al (2007) found that tension arising from a long-standing emotional conflict can induce changes even in bodily function which were repeated over a period of time, can in turn lower to actual damage to the brain. It is generally understood that there is a link between stressful life experiences (both good and bad) and heart failure and other ailments. Attempts have been undertaken for many times to distinguish specific examples of life events related with involvement in a flying disaster.

3. Mansoor et al (2011) found that set up that the term stress is principally from physical wisdom where it means the force fixed upon an object to beget damage, bending, or breaking. In case of mortal beings stress is frequently used to describe the body 's responses to demands fixed upon it, whether these demands are favorable or inimical. Anything that causes stress is called a stressor. Stress is a condition which happens when one realizes the pressure on them or conditions of situation are wider than they can take, and if these conditions are huge and remain for a long period of time without any interval, internal, physical or behavioral problems may do.

4. Sharma S., Sharma J. and Devi A (2012) The dimension of worry within employment fluctuates from numerous person's mentality, age, sex, and their execution in occupation. In any case, extraordinary variables that impudence stresses square measure age where the younger representatives square measure further troubled in distinction with alternative men, level of work environment.

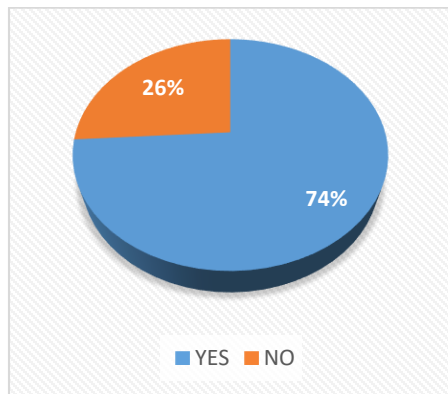
Research Methodology

The research methodology used in the study was descriptive research design. In includes surveys and fact-finding require of different kinds. The major purpose of description research designs, as it exists at present. The main characteristic of this method is that the research has no control of variables, we can report only what has happened or what is happening.

Data Analysis and Interpretation

Q1. Do you think that you are undergoing any stress in your job?

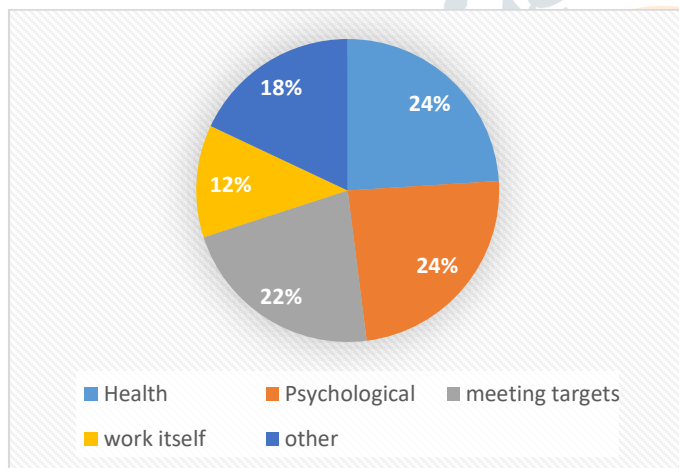
- A. YES
B. NO



Interpretation:- This Chart Shows that 74% of employees are stressed due to their job whereas 26% don't believe so.

Q2. In which of the following areas do you face a problem due to stress in your job?

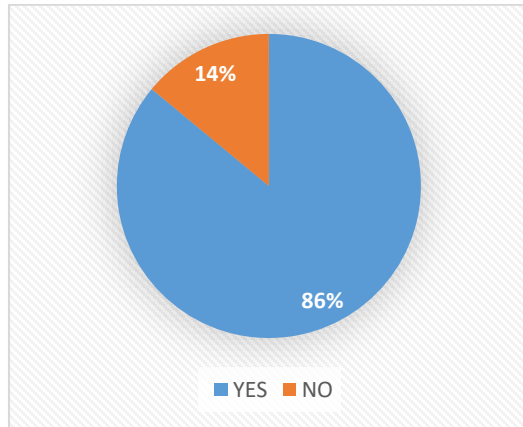
- a) Health b) Psychological
c) Meeting targets d) Work itself



Interpretation:- This survey concludes 24% having health problems due to endless jobs and 22% getting stressed due to their schedule meetings whereas 12% employees are facing anxiety due to their work itself and 24% are facing exertion psychological however 18% employees having other pressure.

Q3. Are you comfortable with the working environment in which you work?

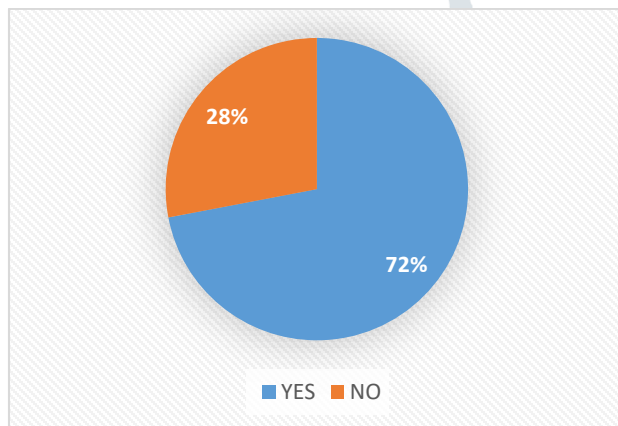
a) Yes b) No



Interpretation:- This chart shows that 86% of employees are comfortable with their work environment but 14% are not enjoy their work space.

Q4. Dose stress in the work place have an impact over your basic performance?

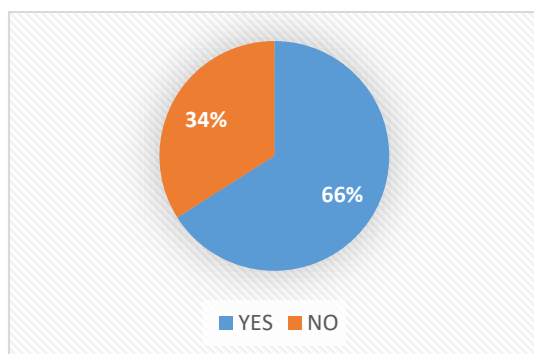
a) Yes b) No



Interpretation: - This chart show that 72% employees believe that their performance is getting affected due to excusive stress but 28% can work with same efficiency at work place in their hard time.

Q5. Do you get frustrated due to excessive stress in your job?

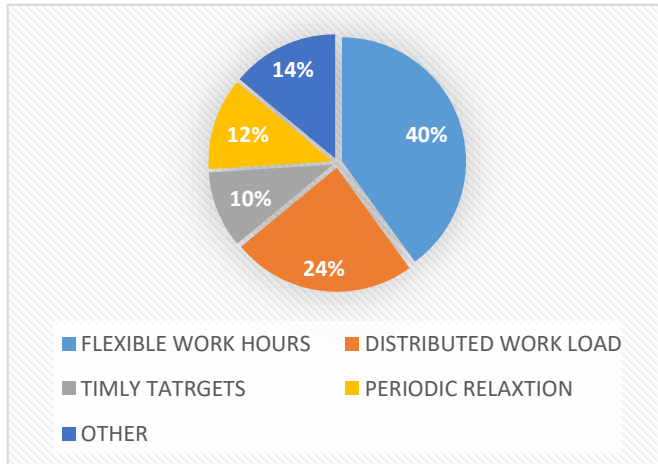
a) Yes b) No



Interpretation:- In this chart 66% of employees get panic during excessive stress where as 34% can tolerate strain on there work place.

Q6. How do you think stress in the work place, which is internal in nature can be stopped?

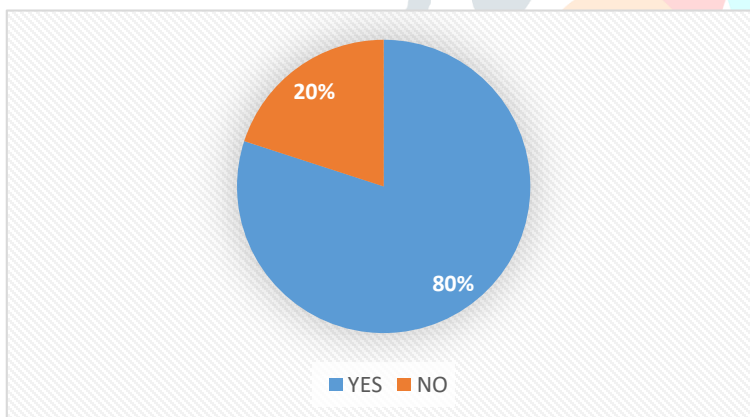
- a) Flexible work hours b) Distributed work load
c) Timely targets d) Periodic relaxation



Interpretation:- According to these Chart majority of employees Agree that flexible work hours is best practice to reduce internal stress with 40% of votes , however other employee believe distributing work load , determining target time to time and periodic relaxation is also good method to avoid stress with 24%,10% , 12% voting respectively.

Q7. If usage of work stress management techniques boosts up confidence of the employees?

- a) Yes b) No



Interpretation:- 80% employees believe that stress management techniques can bring back confidence in work place but 20% don't consider it a valid method.

CONCLUSION

Stress can be both positive and negative, which has an impact on the employee's performance at work. If taken positively, the results are positive, and if taken in a negative way, may yield disastrous results. For most of the people, low to moderate amount of stress enable them to perform their jobs better. However, a high level of stress or for that matter even a low level stress spread over a long period, eventually takes its toll, and the performance declines.

SUGGESTION

The organization should initiate employee engagement activities to help the employees in reducing stress they build up within organization.

Promote workplace wellness allow to take short walk during lunch break , provide healthy snacks in office .

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