

# A STUDY ON EMPLOYEE STRESS MANAGEMENT AND ITS EFFECT ON ORGANIZATION AT FITWEL TOOL & FORGING PVT. LTD., TUMKUR

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## ABSTACT

The automobile industry is a dynamic and rapidly evolving sector that plays a critical role in the global economy. It encompasses the design, development, production, marketing, and sale of motor vehicles, with a major focus on passenger cars, trucks, and commercial vehicles. The early 21st century has seen a surge in innovation, including the rise of electric vehicles (EVs), autonomous driving technology, and smart, connected cars. Traditional internal combustion engine vehicles (ICEVs) are being gradually supplemented, and in some markets, replaced by EVs, driven by stringent environmental regulations and the global push toward reducing carbon emissions. Stress management is a critical aspect of maintaining mental and physical well-being in an increasingly fast-paced world. This paper explores various techniques and strategies for effectively managing stress, including mindfulness, exercise, time management, and cognitive behavioural approaches. By understanding the physiological and psychological impacts of stress, individuals can implement tailored methods to reduce its negative effects.

## 1. INTRODUCTION

The automobile industry is one of the most significant and influential sectors of the global economy. It encompasses a wide range of businesses involved in the design, manufacturing, marketing, and selling of motor vehicles, which include passenger cars, trucks, buses, and commercial vehicles. As a cornerstone of industrial development, the automobile sector has revolutionized personal mobility, shaped urban landscapes, and fuelled economic growth across the world.

The industry traces its origins to the late 19th century with the invention of the internal combustion engine and the creation of the first gasoline-powered cars. Iconic figures such as Karl Benz and Henry Ford were instrumental in transforming the automobile from a luxury product for the elite into a mass-produced commodity accessible to the general public. The introduction of assembly-line production methods by Ford in the early 20th century drastically reduced manufacturing costs, leading to a boom in automobile ownership and the development of the modern car market. Stress management is an essential life skill in today's fast-paced world, where individuals frequently encounter challenges that can lead to physical, emotional, and mental strain. Whether caused by work pressures, personal responsibilities, or societal expectations, stress can negatively impact overall well-being if not properly addressed. Effective stress management involves understanding the root causes of stress, developing coping mechanisms, and adopting healthy lifestyle practices to maintain a balanced state of mind. By integrating strategies such as mindfulness, exercise, time management, and relaxation techniques, individuals can enhance resilience, reduce the harmful effects of stress, and lead more fulfilling lives.

## 2. REVIEW OF LITERATURE

**1. B. Greeshma, G. Indra Priya (2018)** This work provides us detailed information about work stress, its reasons and physical, psychological effects on the health of an employee. We can also say that there is strong relationship between stress at work and its physical and psychological effects.

**2. Professor Maria CARACOTA DIMITRIU (2009)** Stress at workplace does not only influence employees as a person, but also the organization as a whole, thus it should be treated at both organizational and individual level, in form of organizational arrangement and person's arrangement.

**3. Mirjana Arandelović, Ivana Ilić (2006)** The enormous human and economic costs associated with occupational stress suggest that initiatives designed to prevent and/or reduce employee stress should be high on the agenda of workplace health promotion programmes.

### Statement of the problem

In today's fast-paced and highly competitive environment, individuals across various sectors—whether in the workplace, academic institutions, or personal life—are increasingly experiencing high levels of stress. Prolonged stress has been linked to a range of negative outcomes, including decreased productivity, mental health challenges such as anxiety and depression, physical health problems like hypertension and heart disease, and a reduced quality of life. Despite growing awareness of these issues, many individuals and organizations struggle to implement effective stress management

techniques. This is compounded by the lack of accessible, tailored, and scientifically validated stress reduction strategies that cater to different needs and contexts.

A company's human resource is the one factor that determines whether it will succeed or fail. A firm that implements and adheres to a competent "Stress Management" stands to benefit by having qualified employees who directly contribute to the achievement of the company's goals.

**"A Study on Employee Stress Management and its Effect on Organization", which helps to know about Stress Management.**

#### Objectives of the study

1. To know measures taken by organization to reducing stress level of employees.
2. To find out factors effecting physical health of employees.
3. To study the impact of Stress Management in enhance productivity.
4. To analyse stress management initiatives in improving mental health of employees.
5. To make suggestions and recommendation to improve stress management.

#### Scope of the study

The study on "Employee stress management" at Fitwel Tools and Forgings PVT. LTD. That has carried out in Tumkur region. The study is targeted towards operation level of employees.

- Scope of this study extends to discover the reaction about effect after the stress management of the organization.
- The study aims at providing solution for improvements in the stress management.
- The study has also helped to find out if the stress management helps the employees to boost up their morale.

### 3. RESEARCH METHODOLOGY

Research Design	Descriptive research
Sampling frame	Employees of Fitwel tools & forging Pvt. Ltd
Sampling unit	Employees
Sampling size	50 respondents
Sampling method	Simple Random Sampling

#### DATA COLLECTION METHOD

Primary data	Survey method
Secondary data	Data collected from Websites and journals
Types of schedules	Structured questionnaire
Types of questions	Close ended, open ended and Likert scale
Statistical tool used	Chi-Square

**Table 1:** Stress management program have helped employee to communicate more effectively with employer.

RESPONSES	NO OF RESPONSES	PERCENTAGE
Strongly agree	5	10
Agree	19	38
Neutral	18	36
Disagree	7	14
Strongly disagree	1	2
<b>Total</b>	<b>50</b>	<b>100</b>

#### ANALYSIS:

Above table shows 38% of respondents agreed on stress management program have helped employee to communicate more effectively with employer, 36% of the respondents neutral, 14% of the respondents disagree, 10% respondents strongly agree and 2% respondents strongly disagree.

**Table 2:** Employee agreeing stress management program is very effective on their productivity.

RESPONSES	NO OF RESPONSES	PERCENTAGE
Strongly agree	6	12
Agree	26	52
Neutral	14	28
Disagree	3	6
Strongly disagree	1	2
<b>Total</b>	<b>50</b>	<b>100</b>
RESPONSES	NO OF RESPONSES	PERCENTAGE
Very satisfied	4	8
Satisfied	20	40
Neutral	16	32
Dissatisfied	2	4
Very dissatisfied	8	16
<b>Total</b>	<b>50</b>	<b>100</b>

#### ANALYSIS:

Above table 52% of respondents are agreeing stress management program is very effective on their productivity, 28% of the respondents are neutral, 12% of the respondents strong agree, 6% of the respondents disagree, and 2% of respondents are strongly disagreeing stress management program is very effective on their productivity.

Above table shows that 40% of respondents are satisfied with the impact of stress management program on their productivity, 32% of the respondents neutral, 16% of the respondents very dissatisfied, 8% of the respondents are very satisfied, and 4% of respondents are dissatisfied with the impact of stress management program on their productivity.

#### Hypothesis Testing:

Hypothesis testing is a fundamental aspect of statistical inference used to determine whether there is enough evidence in a sample of data to infer that a certain condition holds for the entire population.

Hypothesis testing is a statistical method used to make decisions or inferences about a population based on sample data. It helps determine whether the evidence in the data supports a particular claim or assumption about the population.

**Null Hypothesis H0:** Stress management program is not very effective on productivity.

**Alternative Hypothesis H1:** Stress management program is very effective on productivity.

RESPONSES	NO OF RESPONSES	O-E	(O-E)2	(O-E)2E
strongly agree	6	-4	16	1.6
Agree	26	16	132	13.2
Neutral	14	4	16	1.6
Disagree	3	-7	49	4.9
Strongly disagree	1	-9	81	8.1
<b>TOTAL</b>	<b>50</b>			<b>29.4</b>

$E=50/5=10$  Degree of freedom  $(n-1) 5-1=4$

Critical values of the Chi-square distribution with d degrees of freedom							
Probability of exceeding the critical value							
d	0.05	0.01	0.001	d	0.05	0.01	0.001
1	3.841	6.635	10.828	11	19.675	24.725	31.264
2	5.991	9.210	13.816	12	21.026	26.217	32.910
3	7.879	11.345	16.266	13	22.362	27.688	34.805
4	9.488	13.277	18.467	14	23.685	29.141	36.781
5	11.070	15.086	20.515	15	24.996	30.578	37.697
6	12.592	16.812	22.458	16	26.296	32.000	38.582
7	14.067	18.475	24.338	17	27.587	33.409	40.289
8	15.507	20.090	26.125	18	28.869	34.805	41.903
9	16.919	21.666	27.877	19	30.144	36.191	43.829
10	18.307	23.209	29.588	20	31.410	37.566	45.913

The value from the above table at degree of freedom 4 for 5% degree of freedom are 9.488 and the value calculated is 29.4. the estimated value in this case exceeds the value in the table. Therefore, the proposed null hypothesis is rejected.

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**Limitations:**

- The time allotted for the project is less therefore the information collected was limited.
- Collecting data, the result depends on the present state of mind of the employees.
- No employee wants to reveal negative things about the company.

**4. FINDINGS**

- 58% of the respondents are aware about stress reduction program and resources offered by the company.
- 54% of the respondents are get 6-8 hours of sleep on an average night.
- 60% of the respondents have recently changed their weight due to stress.
- 52% of the respondents are agreeing stress management program is very effective on their productivity.
- 72% of respondents wants the company should provide more resources and programs focused on enhancing productivity through stress management.

**5. SUGGESTIONS**

- Suggested to give some break timing to the employees it will help them better mood and focus on work.
- Reduce the work level of each people.
- Training on stress management provide more work shop on training sessions on stress management.
- Relaxation exercise and coping strategies.
- More stress management program to be conducted.

**6. CONCLUSION**

Effective stress management is essential for maintaining both mental and physical well-being. By incorporating techniques like mindfulness, regular physical activity, proper time management, and cultivating a strong social support system, individuals can reduce stress levels and enhance their resilience. It's important to recognize personal triggers and practice healthy coping mechanisms, such as relaxation exercises and positive thinking. Ultimately, managing stress not only improves quality of life but also promotes long-term emotional balance and productivity.

Company should provide health care provider to the employees that they can discuss their stress with the health care provider, employee health after utilizing the stress management resource is neutral as before so company should conduct more stress management program to the employees, employees are facing headaches due to stress so company should provide some rest time to the employees.

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