

A STUDY ON STRESS MANAGEMENT OF EMPLOYEES IN ACCOUNTS DEPARTMENT

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ABSTRACT

The research project entitled “A STUDY ON STRESS MANAGEMENT OF EMPLOYEES IN ACCOUNTS DEPARTMENT” is an attempt to understand and identify the stress management among employees. It aims to identify the key factors causing stress, analyse stress levels across different age and experience groups, and assess the effectiveness of current stress management practices. The data were collected through well Structured Questionnaire. The research design used in the study is descriptive in nature. Convenience sampling technique was adopted for selecting sample units from the respondents. The method of data collection for the study includes primary and secondary data. A sample data of 110 respondents helped to analyse the stress management of employees the opinion of the respondents Provide valuable suggestions. The statistical tools used for analysing and interpreting the opinion of the respondents and the tools include percentage analysis and hypothesis testing (chi square, Anova test, weighted average). The findings reveal that major stressors include excessive workload, tight deadlines, poor work-life balance, and job insecurity. Stress levels vary among employees, with younger staff facing pressure to adapt and experienced staff handling higher responsibilities. The study suggests that implementing flexible work hours, mental health counselling, effective communication, and stress-relief programs can significantly improve employee well-being and productivity. These insights can help to create a more supportive and efficient work environment.

Key words: stress, mental health, stress relief, tight deadlines, poor work life balance, job insecurity.

1. INTRODUCTION

The study focusing to examine the various factors that influences and to identify the impact of stress among the employee. Generally, it is a condition of pressure or tension on an individual that affects individual's health and performance at workplace. Many organizations are facing day-to-day challenges to handle stress in a proper way. In the time of economic crises, high competition, continuous broad stings of negative news from the whole world and appearance of new incurable and fast spreading illnesses, people run the risk of having stress more and more frequently. Stress nowadays is not something new, not anything unknown. Stress Management has become a most important and valuable technique to boost the employee morale and the company's productivity in all companies. All the organizations have understood that the employees play a key role and they should be out of stress to give a high-performance atmosphere. High stress jobs refer to work, which involves hectic schedule and complex job responsibilities that result into imbalance between personal and work life. Overwork may affect physical health of individual resulting into ineffective work and dissatisfaction among employees leading to imbalance in family or personal life also. There are chances for this stress to break a person, both internally and externally, and so, it is wise to adapt the ways to handle it, at the right time.

2. METHODOLOGY

The primary objective of the study is about study on stress management of employees in accounts department and secondary objective is to identify the factors causing stress among the employees in the workplace. To find out the level of stress among the employees of different age group. To study the effectiveness of stress management program. Descriptive research design has been used in this study. The target respondents are employees in the accounts department both primary and secondary data were been used in this study. Primary data was collected through well S tructured questionnaire and google form. Sample size taken for this research is 110 respondents. Under convenience sampling method. The collected data is analyzed under percentage analysis, chi square, anova test and weighted average.

3. DATA INTERPRETATION AND ANALYSIS

1. AGE OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 30 years	77	70.0	70.0	70.0
	31- 40 years	21	19.1	19.1	89.1

	41-50 years	10	9.1	9.1	98.2
	above 50 years	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

INTERPRETATION:

From the above table and chart it is observed that out of 110 respondents 70% are belongs to 20-30years, 19.1% are belongs to 31-40 years, 9.1% are belongs to 41-50 years, 1.8% are belongs to above 50 years are the major respondents of this study.

2. GENDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	70	63.6	63.6	63.6
	female	40	36.4	36.4	100.0
	Total	110	100.0	100.0	

INTERPRETATION:

From the above table and chart it is observed that out of 110 respondents 63.6% are male and 36.4% are female are the major findings of this study.

3. WHAT IS YOUR MONTHLY INCOME RANGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	below 30000	58	52.7	52.7	52.7
	30000- 50000	25	22.7	22.7	75.5
	50000-75000	21	19.1	19.1	94.5
	above75000	6	5.5	5.5	100.0
	Total	110	100.0	100.0	

INTERPRETATION:

From the above table and chart it is observed that out of 110 respondents, 52.7% are below 30000 income range, 22.7% are in 30000-50000 income range, 19.1% are in 50000- 75000 income range, 5.5% are above 75000 income range this are the findings of this study.

4. CHI SQUARE

H0(NULL HYPOTHESIS): There is no significant association between how a person manage stress and whether they have attended a stress management program.

H1(ALTERNSTIVE HYPOTHESIS): There is a significant relationship between how a person manages stress and whether they have attended a stress management program.

	what do you do to manage stress	attended any stress management program
Chi-Square	74.000 ^a	18.673 ^b
df	4	2
Asymp. Sig.	.000	.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 22.0.		
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 36.7.		

INTERPRETATION:

The calculated significant value is 0.000 is lower than the significant value 0.05 (0.000 < 0.05). Hence H0 is rejected and H1 is accepted. There is a significant relationship between how a person manages stress and whether they have attended a stress management program.

5. ANOVA TEST

Null hypothesis(H0): There is no significant relationship between a person age and how often they feel stressed on an average day.

Alternate Hypothesis(H1): There is a significant relationship between a person age and how often they feel stressed on an average day.

ANOVA					
on a average workday how often do you feel stressed					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.787	3	4.929	8.741	.000
Within Groups	59.768	106	.564		
Total	74.555	109			

INTERPRETATION:

The calculated significant value is 0.000 is lower than 0.05($0.000 < 0.05$). Hence H0 is rejected, H1 is accepted. There is a significant relationship between a person age and how often they feel stressed on an average day.

6. WEIGHTED AVERAGE

Rank the following primary sources of stress in your job

s.no	factors	strongly agree	agree	neutral	disagree	strongly disagree	Weighted average	rank
1	workload	39	88	78	4	0	13.93333	6
2	Tight deadlines	26	98	99	8	0	15.4	5
3	Lack of work life balance	26	72	111	36	10	17	3
4	job insecurity	25	56	105	76	15	18.46667	1
5	Interpersonal conflicts	24	70	114	40	15	17.53333	2
6	Financial concerns	31	62	114	36	5	16.53333	4

INTERPRETATION:

Workload- 13.9333- 6

Tight deadlines-15.4- 5

Lack of work life balance -17- 3

Job insecurity-18.466667 - 1

Interpersonal conflicts-17.533333 - 2

Financial Concerns-16.53333- 4

4. RESULT

According to the study, it is observed that out of 110 respondents 70% are belongs to 20-30years, 19.1% are belongs to 31-40 years, 9.1% are belongs to 41-50 years, 1.8% are belongs to above 50 years are the major respondents of this study. According to the study, it is observed that out of 110 respondents 63.6% are male and 36.4% are female are the major findings of this study. According to the study, it is observed that out of 110 respondents, 54.5% are belongs to less than 1 year experience, 25.5% are belongs to 1-5 years experience, 16.4% are belongs to 6-10 years of experience , 3.6% are belongs to above 10 years experience are the findings in this study. According to the study, it is observed that out of 110 respondents, 52.7% are below 30000 income range, 22.7% are in 30000-50000 income range, 19.1% are in 50000-75000 income range, 5.5% are above 75000 income range this are the findings of this study. According to the study, it is observed that out of 110 respondents, 29.1% are trainee, 28.2% are junior executive, 24.5% are senior executive, 8.2% are Assistant manager , 10% are manager are the findings of this study. According to the study, From the above table and chart it is observed that out of 110 respondents, 35.5% strongly agree workload is the sources of stress, 40 % agree workload is the sources of stress, 23.6% stay neutral for workload is the source of stress, 9% disagree workload is the sources of stress. According to the study, From the above table and chart it is observed that out of 110 respondents, 23.6% strongly agree tight deadline is the sources of stress, 44.5% agree tight deadline is the sources of stress, 30% stay

neutral for tight deadline is the source of stress, 1.8% disagree tight deadline is the sources of stress. According to the study, it is observed that out of 110 respondents, 19.1% of rarely feel exhausted or burnt out at work, 50.9% of them sometimes feel exhausted or burnt out at work, 20.9% of them often feel exhausted or burnt out at work, 9.1% of them almost always feel exhausted or burnt out at work this are the findings of this study. According to the study, it is observed that out of 110 respondents, 12.7% manage stress by meditation or relaxation techniques, 33.6% of them manage stress by talking to friends/ family, 44.5% of them manage stress by listening to music or engage in hobbies, 8.2% of them manage stress by professional counselling, 0.9% of them says nothing specific to manage stress this are the findings of this study. According to the study, it is observed that out of 110 respondents, 33.6% of them attended stress management programs, 50% of them has not attended any stress management program, 16.4% of them not aware of any such programs these are the findings of this study.

5. DISCUSSION

- Implement flexible work hours to help employees balance their personal and professional lives. Develop workload distribution policies to ensure tasks are fairly allocated. Encourage prioritization and time management training to help employees handle tight deadlines efficiently.
- Establish more relaxation spaces where employees can take short breaks. Conduct regular stress management workshops to provide employees with coping strategies. Strengthen team-building activities to improve interpersonal relationships and reduce workplace conflicts.
- Provide mental health counselling services to employees experiencing high levels of stress. Encourage open communication with supervisors to ensure employees feel supported. Promote wellness programs such as meditation, yoga, or exercise sessions to help employees manage stress.
- Improve communication between management and employees for clarity in expectations. Introduce employee recognition programs to boost motivation and job satisfaction. Foster a workplace culture where employees feel comfortable expressing concerns.
- Encourage peer support groups where employees can share their challenges and support each other. Promote an open-door policy where employees can discuss concerns without fear of judgment. Develop mentorship programs to help new employees adapt and reduce stress related to job insecurity.

6. CONCLUSION

This study on stress management among employees in Accounts department, highlights that workload, tight deadlines, work-life balance issues, and job insecurity are major stressors. The findings reveal that stress levels vary across age groups and experience levels, affecting both physical and mental health. While younger employees often struggle with pressure, experienced employees face stress due to higher responsibilities.

The study suggests that improving workload management, providing mental health support, and creating a more flexible and employee-friendly work environment can significantly reduce stress. Additionally, effective communication, team bonding, and financial security measures can enhance employee well-being and productivity.

By implementing these recommendations can foster a healthier work environment, leading to better employee satisfaction, reduced burnout, and improved overall efficiency in research and consultancy projects.

7. REFERENCES

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