

## **“A STUDY ON STRESS MANAGEMENT AND ITS IMPACT ON EMPLOYEE MOTIVATION”**

**Dr. Prathap BN<sup>1</sup>, ManiKrishna R<sup>2</sup>**

<sup>1</sup>Associate Professor, Department of MBA, Shridevi Institute of Engineering and Technology, Tumkur, Karnataka, India.

<sup>2</sup>2<sup>nd</sup> Year MBA Student, Department of MBA, Sridevi Institute of Engineering and Technology, Tumkur, Karnataka, India.

DOI: <https://www.doi.org/10.58257/IJPREMS35248>

### **ABSTRACT**

The contemporary corporate scene presents a bunch of stressors that can block representative execution and inspiration. This study digs into the viability of stress the executives' intercessions and their ensuing effect on representative inspiration levels. Through a blended technique approach, integrating both quantitative and subjective information, the examination looks at how custom fitted pressure decrease procedures can cultivate a climate helpful for improved inspiration and efficiency. The discoveries uncover a critical connection between the board and further developed representative inspiration, highlighting the significance of all-encompassing prosperity programs in the work environment.

### **1. INTRODUCTION**

Representatives can encounter huge pressure in the present work environment because of superior execution assumptions, steady change, and extreme rivalry. Stress can antagonistically influence prosperity, motivation, and by and large definitive execution. For associations wanting to manufacture a valuable and convinced workforce, understanding the impact of strain the chiefs' practices on labourer motivation is fundamental. In the current fast universe of work, stress has transformed into an expansive issue, impacting delegate execution and overall flourishing. Recognizing the primary drivers of stress and getting ready delegates in pressure decline techniques is a key stage in propelling workplace prosperity. It is imperative to be familiar with the physical, mental and up close and personal effects of strain that can impact work execution. Moreover, further developing position fulfilment can be helped by appreciating how an association oversees worker inspiration. To foster procedures that lessen pressure as well as increment effectiveness and occupation fulfilment, examining the association among inspiration and efficiency in the workplace is vital. By seeking after these targets, associations can make a helpful, valuable working environment that helps the two delegates and the association generally speaking.

### **2. OBJECTIVES OF STUDY**

- Identify the root causes of stress and train employees in stress reduction techniques.
- Identify the physical, mental and emotional effects of stress that affect employees' job performance.
- Study how employee motivation works within a company.
- Investigate how motivation affects job satisfaction and improves workplace productivity.

### **3. LITERATURE REVIEW**

1.Swaminathan and Rajkumar S. (2020) concentrated on feelings of anxiety across various age gatherings, occupations, business types, and working hours, featuring what working environment factors mean for representative pressure. They found that representatives have an ideal exhibition level and recognized three essential drivers of work pressure: job over-burden, job estrangement, and job dulling.

2.Charu M. (2019) found that high pressure adversely influences the personal satisfaction at work. Factors, for example, excess compensation structure, administrative help, well-disposed work air, work expertise similarity, and job independence straightforwardly influence work quality. He noticed that quick mechanical progressions are the principal stressors in the IT business.

3.Dr. P. Kannan and Suma U. (2019) recommended that organizations ought to oversee pressure by supporting representative turn of events and starting preparation programs, particularly those zeroing in on rule execution. Associations ought to assist representatives with adjusting work and everyday life. In the financial area, unreasonable work tension and work-life awkwardness are significant pressure causes.

4.Viljoen and Rothman (2018) investigated the connection between work related pressure, disease, and hierarchical responsibility, finding critical effects of working environment weight on representative wellbeing and commitment.

They recognized five stressors — balance between fun and serious activities, exhaust, the board, work components, and pay — as indicators of low hierarchical responsibility.

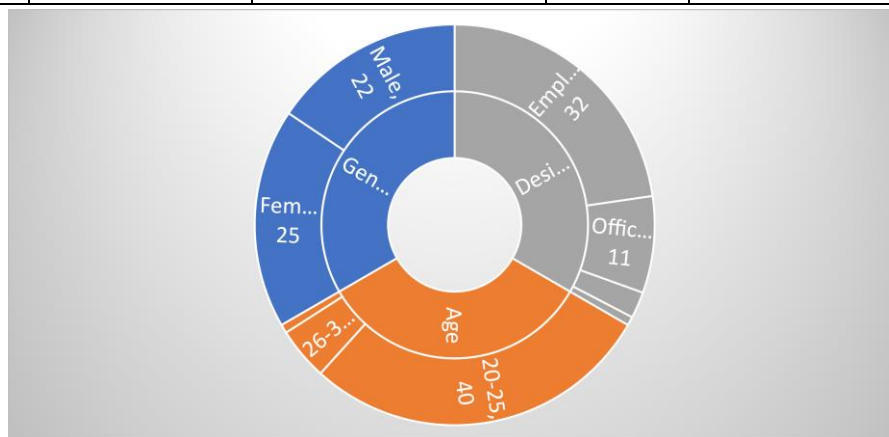
5.Khalid A. (2020) in his review "The Job of Strong Administration as a Mediator Between Occupation Stress and Occupation Execution," tracked down an immediate connection Amon's pressure and occupation execution. He presumed areas of strength for that, administration can improve individual execution significantly under distressing circumstances.

#### 4. ANALYSIS AND INTERPRETATION OF DATA

TABLE NO.1

Responses Based on the Gender, Age & Designation:

| Particular  |          | Respondent's | Total | Percentage | Total |
|-------------|----------|--------------|-------|------------|-------|
| Gender      | Male     | 22           | 47    | 53.2%      | 100%  |
|             | Female   | 25           |       | 46.8%      |       |
| Age         | 20-25    | 40           | 47    | 85.1%      | 100%  |
|             | 26-35    | 6            |       | 12.8%      |       |
|             | 36-45    | 1            |       | 2.1%       |       |
| Designation | Employee | 32           | 47    | 68.1%      | 100%  |
|             | Officer  | 11           |       | 23.4%      |       |
|             | Superior | 3            |       | 6.4%       |       |
|             | Manager  | 1            |       | 2.1%       |       |



##### Gender

**ANALYSIS:** The above table shows the responses to the questions related to stress management and employee motivation by gender. It can be seen that 22 males and 25 females responded to the survey.

**INTERPRETATION:** From the above table, 53.02% of the respondents were males and 46.8% were females.

##### Age

**ANALYSIS:** The above table shows that the respondent percentage of age between 20-25 years is 40, 26-35 years is 6, 36-45 years is only 1 and there is no respondent percentage above 45 years in this age group.

**INTERPRETATION:** The above graph shows that the respondent percentage of age up to 20-25 is 85.1%, 26-35 years is 12.8%, 36-45 years is 2.1% and there is no respondent percentage above 45 years in this age group.

##### Designation

**ANALYSIS:** The above table shows the designation of the respondents of 32 employees, 11 managers, 3 supervisors and 1 manager only who responded to the survey.

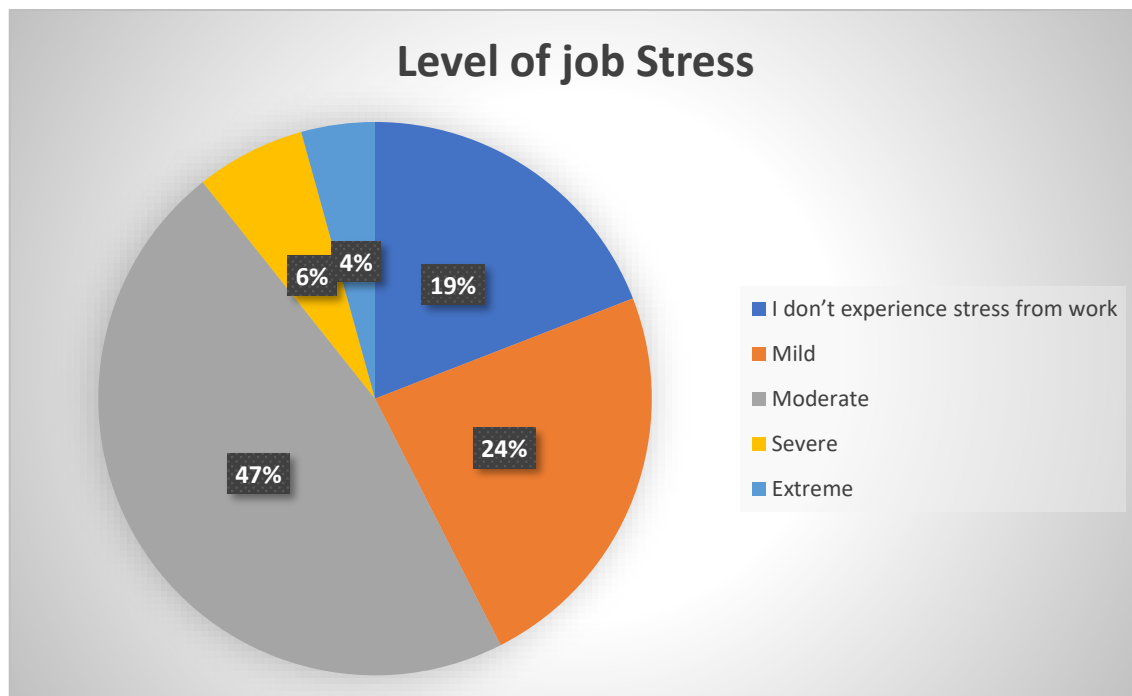
**INTERPRETAION:** Figure 4.3 above shows the designation of employees, with 68% of employees, 24% of managers, 6% of supervisors and 2% of managers all responding to the above survey.

TABLE NO.2

Level of job stress of the Respondents

| SL.NO | Levels of stress                    | Responses | percentage |
|-------|-------------------------------------|-----------|------------|
| 1     | I don't experience stress from work | 9         | 19.1%      |
| 2     | Mild                                | 11        | 23.4%      |
| 3     | Moderate                            | 22        | 46.8%      |
| 4     | Severe                              | 3         | 6.4%       |
| 5     | Extreme                             | 2         | 4.3%       |

**ANALYSIS:** The above table 4.5 shows that 9 respondents are not feeling stressed at work, out of which 11 respondents are feeling mild stress, 22 respondents are feeling moderate stress, 3 respondents are feeling severe stress and 2 respondents are feeling extreme stress at work.



**INTERPRETATION:** The above graph 4.5 shows that 47% of the respondents are feeling moderate stress at work, 24% of the respondents are feeling mild stress, 19% of the respondents are not feeling stressed at work, 6% of the respondents are feeling severe stress and 4% of the respondents are feeling extreme stress at work.

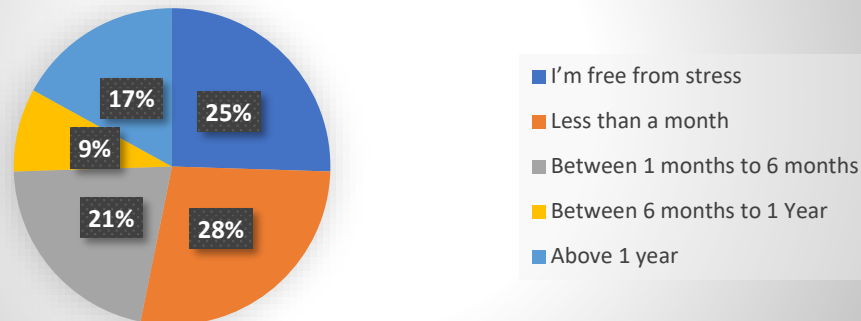
TABLE NO.3

How long have you been experiencing stress from work

| SL.NO | Particular                   | Responses | Percentage  |
|-------|------------------------------|-----------|-------------|
| 1     | I'm free from stress         | 12        | 25.5%       |
| 2     | Less than a month            | 13        | 27.7%       |
| 3     | Between 1 months to 6 months | 10        | 21.3%       |
| 4     | Between 6 months to 1 Year   | 4         | 8.5%        |
| 5     | Above 1 year                 | 8         | 17%         |
|       | <b>Total</b>                 | <b>47</b> | <b>100%</b> |

**ANALYSIS:** The above table shows the number of people who are exposed to stress at work. 13 respondents were exposed to stress for less than a month, 12 respondents felt that there was no stress, 10 respondents were exposed to stress between 1-6 months, 4 respondents were exposed to stress between 6 months-1 year and 8 respondents were exposed to stress for more than a year.

### How long respondents have been experiencing the stress



**INTERPRETATION:** above shows the percentage of respondents who have experienced stress at work. 13 respondents were exposed to stress for less than a month, 12 respondents felt that there was no stress, 10 respondents were exposed to stress between 1-6 months, 4 respondents were exposed to stress between 6 months-1 year and 8 respondents were exposed to stress for more than a year.

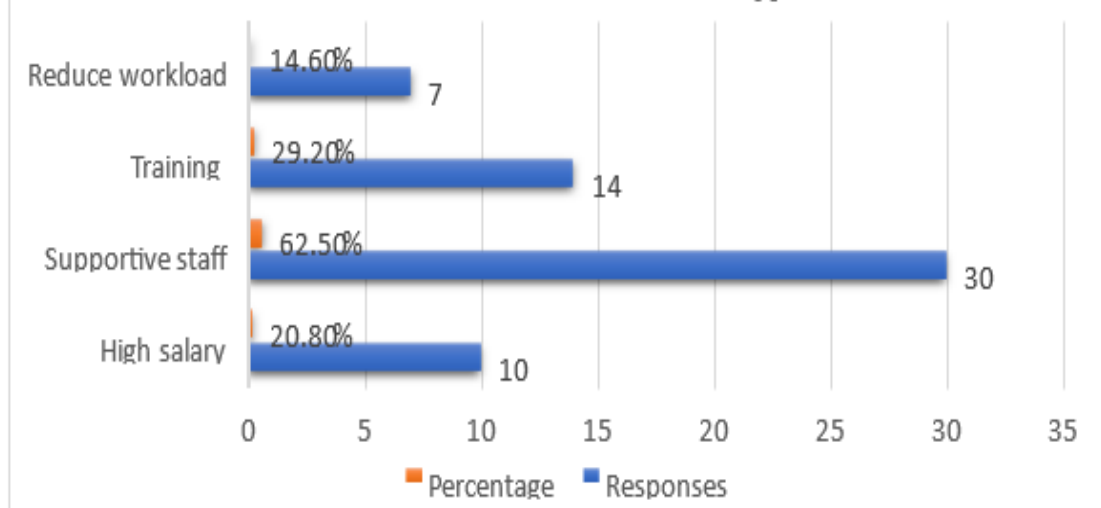
**TABLE NO.4**

**What are the Factors adopted by the management to reduce stress**

| SL.NO | Particulars      | Responses | Percentage |
|-------|------------------|-----------|------------|
| 1     | High salary      | 10        | 20.8%      |
| 2     | Supportive staff | 30        | 62.5%      |
| 3     | Training         | 14        | 29.2%      |
| 4     | Reduce workload  | 7         | 14.6%      |

**ANALYSIS:** From the above table, 30 respondents think that support is an effective factor to manage stress, 14 respondents think that high salary is the best factor to reduce stress, 10 respondents think that high salary and 7 think that less workload is a better factor to deal with stress.

### Factors of reducing stress



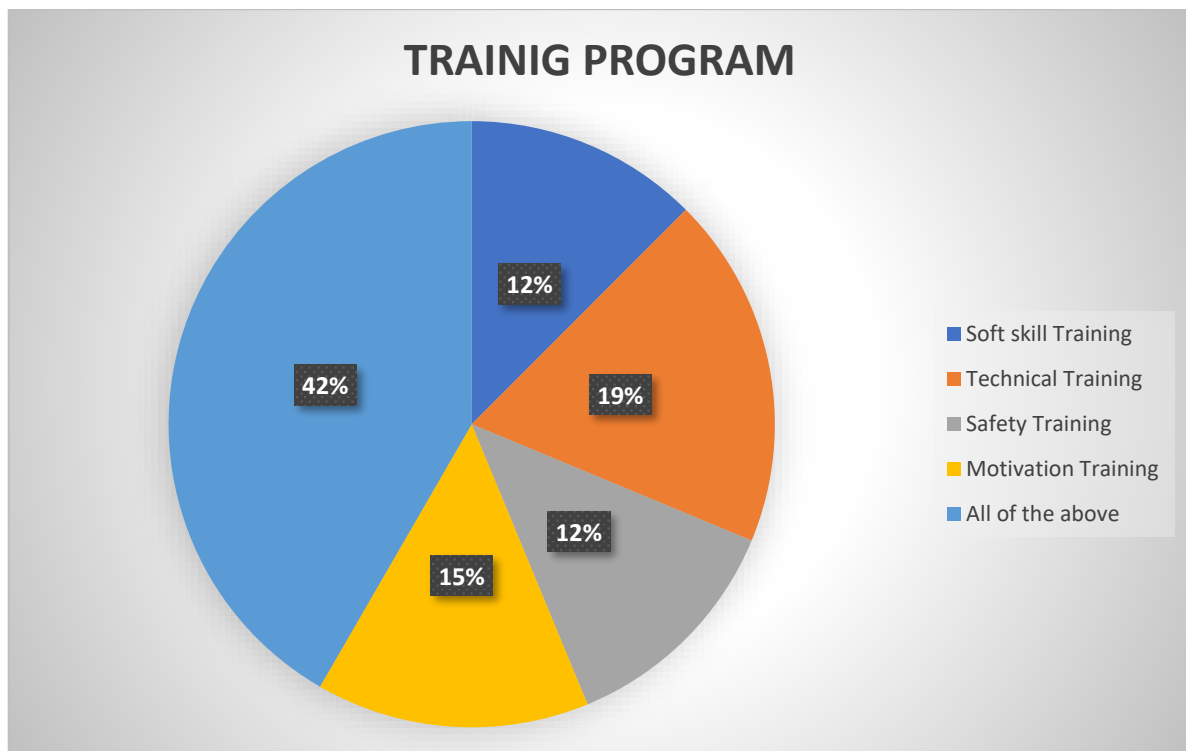
**INTERPRETATION:** The above graph 4.12 shows that 62.50% people think that support from staff is an effective factor, 29.20% people think that training is the best factor to manage stress, 20.80% think that high salary and 14.60% think that less workload is a better factor to deal with stress.

TABLE NO.5

Which training program does employee feel effective

| SL.NO | Particulars         | Responses | Percentage |
|-------|---------------------|-----------|------------|
| 1     | Soft skill Training | 6         | 12.5%      |
| 2     | Technical Training  | 9         | 18.8%      |
| 3     | Safety Training     | 6         | 12.5%      |
| 4     | Motivation Training | 7         | 14.6%      |
| 5     | All of the above    | 20        | 41.7%      |

**ANALYSIS:** The above table shows that 6 respondents believe that soft skills training and safety training are equally effective while 7 respondents believe that motivational training, 9 respondents believe that technical training is effective and 20 respondents believe that all the above training programs are effective in reducing workplace stress.



**INTERPRETATION:** The above graph 4.14 shows that 12% of the respondents believe that soft skills training and safety training are equally effective while 15% of the respondents believe that motivational training and 19% technical training are effective and 42% of the respondents believe that all the above are effective.

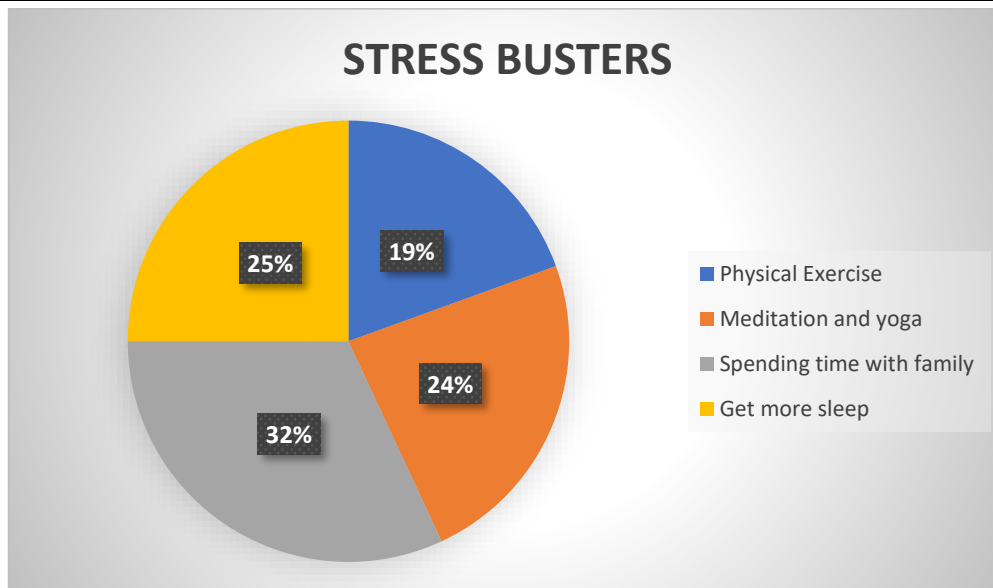
Take advantage of effective training programs to reduce stress and stay in your job.

TABLE NO.6

Which are stress busters personally do feel effective

| Particulars               | Responses | Percentage |
|---------------------------|-----------|------------|
| Physical Exercise         | 14        | 29.2%      |
| Meditation and yoga       | 17        | 35.4%      |
| Spending time with family | 23        | 47.9%      |
| Get more sleep            | 18        | 37.5%      |

**ANALYSIS:** The above table shows that 14 respondents personally feel physical exercise, 17 respondents personally feel meditation and yoga, 18 respondents personally feel more sleep and 23 respondents personally feel spending quality time with family helps in stress reduction.



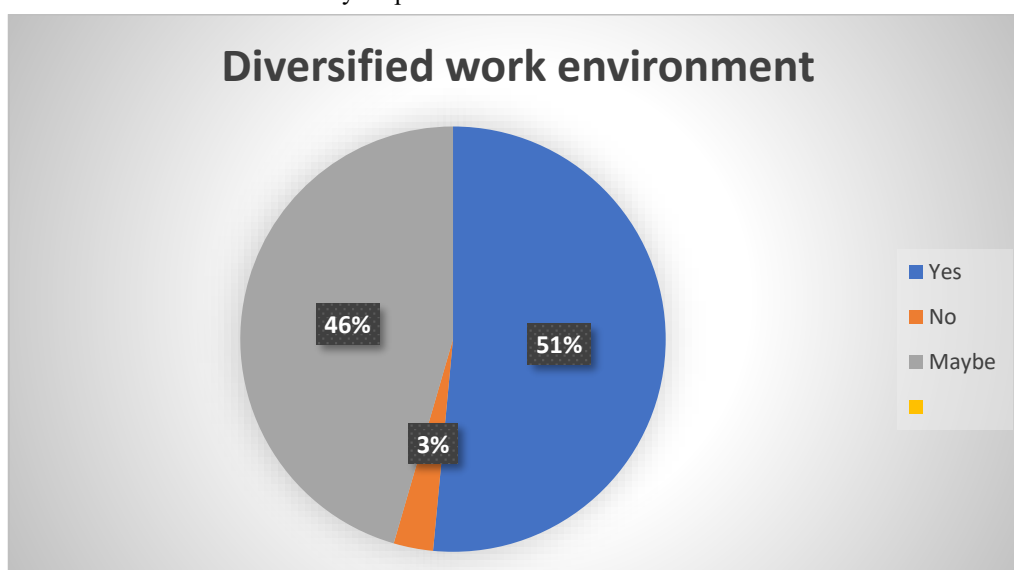
**INTERPRETATION:** The above graph shows that 29.20% of respondents personally feel physical exercise, 35.40% of respondents personally feel meditation and yoga, 37.50% of respondents personally feel more sleep and 47.90% of respondents personally feel quality of spending. Spending time with family helps in stress reduction and respondents believe these are effective ways of relieving stress.

**TABLE NO.7**

**Do you feel having diversified working environment helps to reduce stress**

| Particulars | Responses | Percentage |
|-------------|-----------|------------|
| Yes         | 17        | 51.5%      |
| No          | 1         | 3%         |
| Maybe       | 15        | 45.5%      |

**ANALYSIS:** The above table shows that 1 respondent does not believe that a varied work environment helps to reduce stress, 17 respondents believe that a varied work environment helps to reduce stress, and 15 respondents believe that a varied work environment may help to reduce stress.



**INTERPRETATION:** The above graph shows that 3% of the respondents do not believe that a varied work environment helps to reduce stress, 52% of the respondents believe that a varied work environment helps to reduce stress, and 45% of the respondents believe that a varied work environment may help to reduce stress.



## 5. FINDINGS

- Majority of employees are satisfied with their jobs and only a few employees are dissatisfied.
- Majority of employees need to hire support staff to reduce stress. Majority of employees agree that training and development is beneficial for employees.
- Majority of employees prefer to spend time with their family to relieve stress. Furthermore, employees feel that they do not have a good working relationship with their supervisors.
- It was found that majority of employees do not feel stressed about their salary package.
- Most of the employees made very good use of the stress management facilities provided at their workplace.
- Majority of the employees believe that no other stress reduction strategies are necessary.
- Most of the employees tend to get angry when they are interrupted from their work. And employees get tensed when they are asked to do difficult tasks.

## 6. SUGGESTIONS

Most employees believe that proactive measures should be taken to reduce workplace stress and increase efficiency. To manage stress, demanding tasks can be divided into smaller tasks to help employees feel more comfortable. Employees need to be free from anxiety and other worries about the quality of their performance. Introducing a five-day work week outside the banking sector would allow employees to devote more time to personal and social endeavors. With proper departmentalization, the work environment should be clear and safe. Counselling is an effective means of reducing the negative effects of stress and management should organize counselling services as part of social measures. Continuous motivation through rewards leads to punctuality and increased productivity. Moreover, to reduce the overload of employees, management should hire more staff to match the expansion of the customer base.

## 7. CONCLUSION

The project goal of investigating how well non-banking employees deal with stress has been achieved. In the current situation, the problem of workplace stress has increased significantly, many of which are caused by factors other than overwork, low wages and unfavorable working conditions. In addition, organizational pressure, lack of promotion opportunities, etc. may occur. Because the main causes of stress in non-banking industries are excessive workload and imbalanced work-life balance.

Two possible causes of work-related stress are financial stress and psychological stress. If money worries are causing stress, consider earning more. If mental health issues are contributing to stress, you should establish effective communication with your employees to find out what they need, demonstrate understanding and try to ease tensions. Taking on roles that contribute to balance should be supported and encouraged by the organization.

## 8. REFERENCES

- [1] Swaminathan, P., and Rajkumar, S. (2020). Feelings of anxiety in associations and its effect on representative way of behaving. *Diary of Hierarchical Conduct Studies*.
- [2] Charu, M. (2019). Factors influencing the personal satisfaction at work: A concentrate on pressure and its effects. *Worldwide Diary of Work and Authoritative Brain science*.
- [3] Kannan, P., and Suma, U. (2019). Overseeing pressure through representative turn of events and preparing drives. *Diary of Banking and Monetary Administrations*, 12(4), 45-59.
- [4] Viljoen, A., and Rothman, S. (2018). Word related pressure, ailment, and authoritative responsibility: An insightful review. *Diary of Word related Wellbeing Brain science*, 23(2), 123-136.
- [5] Khalid, A. (2020). The job of steady initiative as a mediator between work pressure and occupation execution. *Worldwide Diary of Authority Studies*, 15(1), 75-92.