RESEARCH PROJECT ON

"JOB STRESS AMONG EMPLOYEES OF POONIL PRODUCTS"

FOR THE PARTIAL FULFILMENT OF THE REQUIREMENT

FOR THE AWARD OF

BACHELOR OF BUSINESS ADMINISTRATION

UNDER THE GUIDANCE   SUBMITTED BY:

DR. VEENA MEHTA GROVER   AYUSHEE CHAUHAN

HIMANSHU SINGH

GOPESH NAIR

BACHELOR OF BUSINESS ADMINISTRATION

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GALGOTIAS
UNIVERSITY

SCHOOL OF BUSINESS, GALGOTIAS UNIVERSITY

<u>Certificate from Faculty Guide</u>

This is to certify that the project report 'JOB STRESS AMONG EMPLOYEES OF POONIL PRODUCTS' has been prepared by Ms Ayushee Chauhan, Mr Himanshu Singh and Mr Gopesh Nair under my supervision and guidance.The project report is submitted towards the partial fulfillment of 3 year, full time Bachelor of Business Administration

Veena Mehta Grover

Date:

DECLARATION

We, Ayushee Chauhan, Himanshu Singh and Gopesh Nair, Roll No.18021010988, 18021010915 and 18021010835 respectively, students of Bachelor Of Business Administration of School of Business, Galgotias University, Greater Noida, hereby declare that the project report is an original and authenticated work done by us.

We further declare that it has not been submitted elsewhere by any other person in any of the institutes for the award of any degree or diploma.

Ayushee Chauhan
Himanshu Singh
Gopesh Nair

ACKNOWLEDGEMENT

We wish to offer our genuine thanks to our supervisor DR. VEENA MEHTA GROVER for giving her priceless direction, remarks and recommendations throughout the report. She furnished us with her help and backing at whatever point required that has been instrumental in completion of this report.

The task has been an extraordinary encounter. The learning and the openness we got through this report was tremendous and will unquestionably help us in my future interests.

We also wish to give our heartful gratitude to our friends who consistently gave us moral help.

Ayushee Chauhan

Himanshu Singh

Gopesh Nair

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EXECUTIVE SUMMARY

The Human asset is the main resource of any organization (association). The achievement or disappointment of an association is generally subject to the type of the individuals working in that. Without positive and imaginative commitments from individuals, associations can't advance and flourish. To accomplish the objectives of an association, therefore, they need to make the workplace less stressed.

"A STUDY ON JOB STRESS AMONG THE EMPLOYEES OF POONIL PRODUCTS" is completed through descriptive research and convenience sampling technique for choosing the sample. The major information has been gathered using a questionnaire containing test of 100 representatives and the secondary data is being gathered from the organization's site.

The information gathered is being introduced according to the questionnaire presented to the staff. The information is analyzed with the help of percentage method and Likert scale technique that is introduced utilizing tables and pie outlines to portray the different outcome examinations, the discoveries and suggestions is given after the investigation of entire inquiries that are important in the association to work on the stress among employees that would further work on the upgradation of efficiency of the workers.

Most extreme consideration has been taken from the earliest starting point of the readiness of the questionnaire till the analysis, discoveries and proposals. The examination lead over to the end that larger part of representatives feels a great deal of pressure will influence the work execution and efficiency of the association. Significant proposals are likewise given to the organization for better possibilities.

The project offered a special open door as a researcher and it was incredible learning experience. The undertaking not just assisted me with upgrading my reasonable information on the point yet additionally gave me an understanding, it was a very satisfying and productive time of my life as a management student.

PART I

Introduction
Objective
And
Scope of study

INTRODUCTION

Human asset is viewed as the most important resource in any association. It could be noted here that human asset ought to be used to its greatest possibility, to accomplish individual and hierarchical objectives. It is consequently the worker's performance which eventually decides, and accomplishment of objectives. Moreover, the employee's execution is impacted by inspiration, work fulfillment and occupation stress which is one of the main considerations affecting the performance of the worker.

The overview made with respect to the work pressure will encourage and empowers the administration to know the opinions and inward sentiments with respect to the work they are performing on everyday basis. The term work pressure uncovers and spotlights on the exhibition of the representatives. In this specific examination, the researcher attempts to distinguish the foundations for stress among the representatives. So this is the best and specific instrument for diagnosing and peeping into the representative's issues.

Occupation stress study can give the most significant data the insights and causes. Stress is a piece of life and not all pressure is awful. Stress is the thing that gives us our battle or-flight instrument and has assisted us with enduring long. Be that as it may, a lot of pressure is unfortunate. There are numerous kinds of stress, from minor occurrences that last a short time, to persistent or long haul pressure that is progressing. Stress influences everybody distinctively except it can prompt an assortment of medical problems. Overseeing pressure is essential to keep a sound and satisfying life.

For stress among the workers mentality towards occupation might be either positive or negative. This good inclination can be re-in constrained and negative emotions can be corrected. This overview can be treated as the best and proficient

way, which makes the employees to communicate their inward and genuine sentiments without a doubt.

For any future strategy/improvement, which includes worker's support, is thought of. The administration will get an image their worker's acknowledgment and preparation. This overview likewise empowers to maintain a strategic distance from misinterpretations and helps the board in taking care of issues successfully. It is seen during the research that a portion of the representatives acknowledged the proposal survey research.

A complete happiness and fulfillment persuades a representatives to be certain with a high spirit, it is a resource for association in general.

1.1 DEFINITION

Stress is characterized as "a condition of mental and physiological irregularity coming about because of the difference between situational request and the person's capacity and inspiration to address those issues."

Dr. Hans Selye, one of the main experts on the idea of stress, depicted pressure as "the pace of all mileage brought about by life"

Stress can be positive or negative:

1.   Stress is acceptable whenever the circumstance offers an occasion to an individual to acquire something. It goes about as help for top execution.

2.   Stress is contrary when an individual faces social, physical, hierarchical and enthusiastic issues.

Stress is your body's reaction to specific circumstances. It's abstract, something to such an extent that is upsetting for you may not be distressing for another person. Stress can help you act rapidly in a crisis or help you fulfill a time constraint. Stress can influence your physical and psychological wellness, and your conduct.

Types of stress-

1. Intense stress

Intense pressure is the most well-known sort of pressure. It's your body's quick response to another test, occasion, or interest, and it triggers your battle or-flight

reaction. As the pressing factors of a close miss car crash, a verbal fight with a relative, your body turns on this organic reaction.

Intense pressure isn't generally negative. Truth be told, they may really be sound for you, as these unpleasant circumstances give your body and cerebrum practice in building up the best reaction to future upsetting circumstances.

Extreme intense pressure, for example, stress endured as the survivor of a wrongdoing or hazardous circumstance can prompt psychological well-being issues, for example, post-awful pressure issue or intense pressure problem.

2. Roundabout intense stress

At the point when intense pressure happens much of the time, it's called roundabout intense pressure. Individuals who consistently appear to have an emergency will in general have wordy intense pressure. They are regularly touchy, crabby, and restless. Individuals who are "downers" or skeptical or who will in general see the negative side of everything additionally will in general have rambling intense pressure. It very well might be hard for individuals with this sort of pressure to change their way of life, as they acknowledge pressure as a piece of life.

3. Persistent stress

On the off chance that intense pressure isn't settled and starts to increment or goes on for extensive stretches of time, it becomes persistent pressure. This pressure is steady and doesn't disappear. It can come from such things as:

1. Poverty
2. A broken family
3. Miserable marriage
4. A terrible work

Constant pressure can be inconvenient to your wellbeing, as it can add to a few genuine infections or wellbeing hazards, for example,

1. Heart infection
2. Cancer
3. Lung infection
4. Accidents
5. Cirrhosis of the liver

6. Suicide

1.2 Managing Stress

Stress influences every individual in an unexpected way. A few people may get migraines or stomach hurts, while others may lose rest or get discouraged or irate. Individuals under steady pressure may likewise become ill a great deal. Overseeing pressure is critical to stay fit and healthy.

It's difficult to totally dispose of pressure. The objective of stress is to recognize your stressors, which are the things that cause you the most issues or request the a large portion of your energy. In doing as such, you can conquer the negative pressure those things incite.

Occupation stress, inside the setting of work environment wellbeing, alludes to a physiological condition where business related obligations and duties become difficult and overpowering to the point that it forces undesirable impacts on the psychological and actual health of representatives. The working environment is regularly a favorable place for upsetting circumstances in view of the overall elevated standards and needs relegated by bosses. The conflict of various character types among representatives and the dread of losing a type of revenue can likewise factor into making position pressure.

A deliberate audit of the proof for work factors related with mental chronic sickness and related absenteeism (Michie and Williams 2001, unpublished information) discovered the vital components to be:

1. Long hours worked, work over-burden and pressing factor
2. The impacts of these on close to home lives
3. Lack of authority over work and absence of cooperation in dynamic
4. Poor social help
5. Unclear the board and work job and helpless administration style.

1.3 OBJECTIVES OF THE STUDY

The objectives of this report are:

1. To study the work pressure among workers/employees of Poonil Products.
2. To decide the reasons for work pressure in a working environment and its impact on the presentation of the representatives.

3. To propose a few measures to diminish work pressure.

1.4 SCOPE OF STUDY

1. In the overview an endeavor has been made to dissect the work pressure of individuals at Poonil Products.

The study covers the Head Office of Poonil Products which is arranged at Greater Faridabad. The study attempts to comprehend the degree of stress among the representatives. It further clarifies the zone on which workers are generally pushed.

Occupation stress of the representatives has been dissected based on the accompanying position related variables.

1. Salary and financial advantages
2. Job security.
3. Working climate.
4. Employee cooperation in administration.
5. Freedom of articulations.
6. Nature of work.
7. Interest taken by bosses.
8. Superiors and sub-ordinate relationship.

PART 2
Company Profile
And its
SWOT Analysis

2.1 COMPANY PROFILE

Poonil Products , an organization situated in Faridabad, was set up in the year 2007. It is effectively positioned among the astounding producer of Bar Stool Chairs, Two Seat Waiting Chairs, Three Seat Waiting Chair and considerably more. They are upheld by a well useful infrastructural unit that helps them in the assembling of a wide scope of items according to the set market standards. It is Poonil's assembling idea to take a stab at flawlessness and it is their administration guideline to improve everything about. They solidly accept that no one but experts can make exquisites.

Under the management of CEO, Mr. Abhishek Chauhan, they have cut a figured situation for themselves in the business.

Vision

The vision of the organization is to give a warm, straightforward and agreeable items through regard and trust.

Mission

Their main goal is to make an incentive for their clients through unwavering quality, adaptability, honesty, and speed. Adhering to the business idea of accepting trust as establishment, striping for reasonableness and advancement, individuals of Poonil continues to pioneer to furnish clients with quality items and administrations, they generously welcome companions from home and abroad to visit them. Poonil Products is prepared to develop with everybody, to exhibit achievement , to make amicability and brightness.

History Of Company

It was set up in the year 2007. The infrastructural offices at POONIL PRODUCTS, has been separated into various profoundly operational units, which help them to deal with the company's tasks in the most proficient and powerful conceivable

way. The office bound with all the fundamental apparatus and hardware encourages the fulfillment of a few of the company's predefined objectives and targets. Normal up-degree of the office, help them in broadening their span on the lookout and in creating more prominent efficiency. Moreover, their moral work rehearses have encouraged them in producing an enormous customer base.

Their processing plant flaunts progressed creation hardware, top notch specialized abilities, and a total administration framework carefully controls each connection and has a total creation line from item plan, apparatus form, and creation to bundling. The organization likewise gives a solid assurance to item quality and its toughness, and their expert specialists furnish clients with complete after-deals administration. Moreover, the organization claims rich involvement with furniture configuration, stays up with market patterns, and wins the kindness of clients inferable from prevalent quality and novel plan. In the standard of "Consistent Improvement, Perfection", they have been giving clients superb assistance.
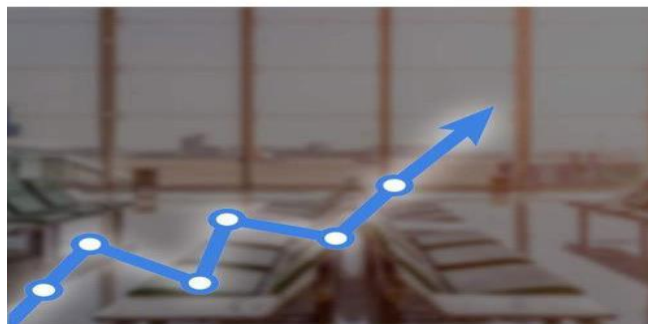
Through long stretches of unremitting endeavors and improvement, the organization has formed into one of significant creation bases gaining practical

experience being developed and assembling of public seats .Their organization made an immense interest in plant extension and presentation of new hardware and progressed creation lines, improved item quality, giving clients more and better items and administration.

Industry Sector

Poonil Products have a place with the furniture business, which comprises of organizations that assembling and sell furniture, materials and related merchandise to homes, workplaces, emergency clinics and others in the business space.

The furniture business includes certain cycles in their outfitting area. The crude materials which are utilized for assembling the items in this area includes wood, metal, plastics. Makers utilize these crude materials to make the items and convey it to wholesalers who thusly offer it to the end clients.

<div align="center">

Raw Materials

⇩

Manufacturers

⇩

Distributors

⇩

End Customers

</div>

It has a sole office in Faridabad itself. It works from that point.

- Scope Of Products

Their scope of items stretches out to:-

1. Bar Stool Chairs

Driving Manufacturer of magma bar stool seat, bar stools seat, horse bar stool seats, v bar stool, airtel bar stool and blen bar stool from Faridabad.

Magma Stool Bar Chair

Bar Stools Chair

Horse Bar Stool Chair

V Bar Stool

Airtel Bar Stool

Blen Bar Stool

2. Two Seat Waiting Chairs

Producer of a wide scope of items which incorporate two seater air terminal holding up seat, two seater air terminal holding up seat couch, ms two seater air terminal holding up seat and dark two seater holding up seat

Two seater airport waiting chair   MS two seater chair

Black two seater waiting chair
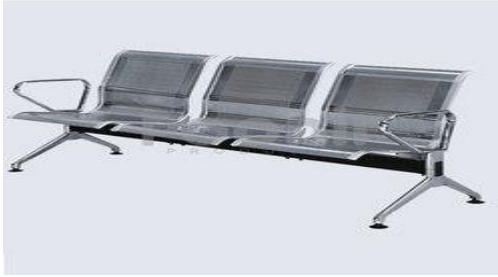
3.Three Seat Waiting Chair

Item range incorporates a wide scope of MS three seater air terminal holding up seat, three seater air terminal holding up seat couch and ss three seater holding up seat.

MS 3-seater airport waiting chair   Three seater airport waiting chair

SS three seater airport waiting chair

4.Four Seat Waiting Chair

Giving the best scope of four seater metro holding up seat and four seater air terminal holding up seat with compelling and opportune conveyance.

Four seater metro waiting chair

Four seater airport waiting chair

🞤 Three seater sofa

Prominent & Leading Manufacturer from Faridabad, they offer 3 seater.

🞤 Wooden Sofa

A leading Manufacturer of three seater sofa from Faridabad, India.

Three seater sofa

+ New Items

Hand sanitizer dispenser

Stainless steel 3-seater waiting bench

Stainless steel four seater waiting bench

Size

- There are about 100 people working in the company.
- The annual turnover of the company is Rs. 9-10 crore approximately.

2.4 SWOT ANALYSIS

SWOT examination is a structure used to assess an organization's serious situation by recognizing its qualities, shortcomings, openings and dangers. SWOT investigation is an essential, scientific structure that surveys what an element for the most part a business, however it very well may be a spot, industry or item can and can't do, for factors both inside and outer. Utilizing ecological information to assess the situation of an organization, a SWOT examination figures out what helps the firm in achieving its destinations, and what obstructions it should survive or limit to accomplish wanted outcomes where the association is today, and where it may go.

Strengths of the organization

2. Affordable products
3. Quality assurance
4. Excellent product design
5. Easy availability of raw materials

Weaknesses of the organization

1. No customization
2. Mostly for commercial purposes
3. Easy to imitate products

Opportunities

1. Online presence
2. Market demand
3. Adding new products often
4. Localized manufacturing

Threats

1. Fluctuation in raw material prices
2. High level of competition

3. Competitive pricing policy
4. Changes in customer tastes and preferences.

PART 3

Literature Review

Review OF LITERATURE

Survey of writing clears path for an away from of the regions of exploration previously attempted and illuminates the potential zones which are yet to be covered. Remembering this view, an endeavor has been made to make a concise overview of the work embraced on the field of word related pressure.

Generally, four primary approaches in the territory of stress exploration can be recognized:

1. Stress as a stimulus, for example an outside burden or request starting from an occasion or circumstance that influences the individual and is possibly hurtful;

2. Stress as a mental or physiological reaction to outside stimuli

3. The interactional methodology, which depicts pressure as a cycle where one reacts to specific circumstances or occasions (ie. stressors) by creating strain responses;

4.The cognitive appraisal approach, which characterizes pressure as the reaction when individuals assess a circumstance and see an unevenness between the requests forced upon them and the assets they have accessible to satisfy those needs (Moore, Cooper, 1998; Buunk et al., 1998).

Why managing stress is important?

Stress is defined as the the reaction of the body to any kind of threat, change or demand. Generally, it is a feeling of being overwhelmed where the person constantly feels on edge. Every person reacts differently to stress and has their own way of dealing with it.

Managing stress is really important. According to mbgmindfulness "*During periods of high stress, certain chemicals within the brain, including the neurotransmitters dopamine, epinephrine, and norepinephrine, begin to rise, causing larger amounts of these and other "fight-or-flight" hormones such as adrenaline to be released by the adrenal glands.*" Your ability to manage stress will affect your ability to work, form relationships and your mental and physical health. If left untreated, stress can hinder you to perform day to day activities.

Stress is an inescapable part of our life, but that doesn't mean we can let it control us.

Importance of stress management in an organization:-

For an organization to attain its maximum potential. It first needs to ensure that the "core machinery" i.e Human resource is being utilized effectively and efficiently. However if even one cog is out of place the machinery falls apart. There are many factors that affect an organization, but the most common however, is "stress".

Workplace stress is one of the most common ailments to occur among the workforce. In the workplace stress can cause all kinds of business issues and concerns. Therefore it becomes a necessity for an organization to come up with methods in order to counter it. Stress management is one such method.

Stress management helps improve and boost the morale of the workplace. There is a positive correlation between happiness and work efficiency of an employee. It leads to less and less chance of workplace conflicts arising, helps you in meeting deadlines and leads to a general atmosphere of relaxation and productivity.

PART 4

Research Methodology

4.1 Research Methodology

"In this study an endeavor has been made to think about occupation stress among representatives of Poonil Products.

Exploration is characterized as human action dependent on scholarly application in the examination of issue. The basic role for applied examination in finding, deciphering, and the improvement of strategies and frameworks for the headway of human information on a wide assortment of logical matter of our reality and the universe.

Exploration procedure is an approach to efficiently tackle the examination issue. The Research strategy in the current examination manages research plan, information assortment techniques, inspecting strategies, study, investigation and translations.

Analysts utilize exploratory examination when little is thought about the theme and past speculations don't have any significant bearing

The exploration configuration utilized in this task report is Descriptive Research as the report endeavors to depict and clarify conditions by utilizing surveys to completely portray the investigation.

4.2 Research Design:

The research design is the essential arrangement which directs the information assortment and investigation period of the research project. It is a structure which determines the sort of data to be gathered, the wellspring of information and the information assortment methodology.

A plan is continued in finishing the report-.

- Formulating objective of the examination.

- Designing the strategy for information assortment.

- Selecting the example size.

- Collection of information.

- Analysis of discoveries.

- Conclusion and translations.

- Suggestions and Recommendations.

4.3 Population

A populace is the whole arrangement of cases wherein an investigation is done. It is the full arrangement of individual or of items having some basic qualities. In this study, the populace was all the current workers of Poonil Products.

4.4 Sampling Technique

Sampling characterizes the quest for choosing the piece of the population to speak to the entire population. The examining method utilized in the investigation is Convenience sampling, the essential inspecting procedure where we select a gathering of subjects (a sample) for investigation from a bigger gathering (a population).A simple random sampling is a subset of an sample chose from a population. Every individual is chosen on arbitrary premise and by some coincidence, with the end goal that individual sample has a similar possibility of being picked at any stage during the above said measure.

4.5 Sample Size

In this examination, the sample size of 100 representatives is taken.

4.6 Sources of information

The information considered for this exploration is both Primary Data and Secondary information about the work pressure among representatives.

-Primary Data

Questionnaires are intended for current workers from the organization.

4.7 Tools and Instrument utilized

Questionnaire is the most well known apparatus for the information assortment. A questionnaire contains the inquiries that specialist wishes to pose to his respondents which is constantly guided by objective of the overview.

PART 5
Data Interpretation

Data Analysis

The data collected is being presented as per the questionnaire on the basis of the questions directed to the employees:

Q1. Gender of the employees.

Gender

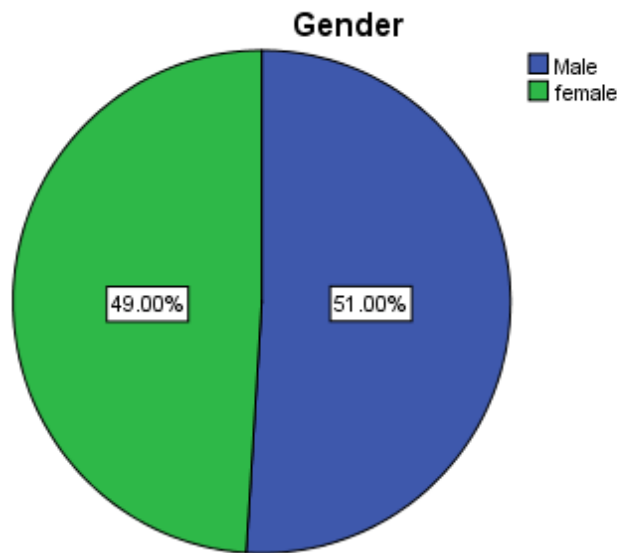| Valid		Frequency	Percent
	Male	51	51
	Female	49	49
	Total	100	100

Table 1: Gender of the respondents

Figure 1: Gender of the respondents

Interpretation: From the above figure 1, it can be analyzed that 51% of the respondents are male and 49% of the respondents are female.

Q2: Age of respondents.

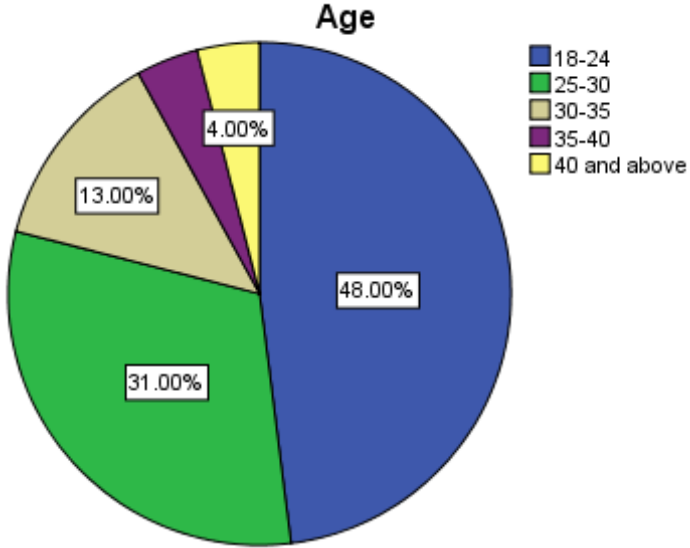| Valid		Frequency	Percent
	18-24	48	48
	25-30	31	31
	30-35	13	13
	35-40	4	4
	40 and above	4	4
	Total	100	100

Table2: Age of respondents

Figure2: Age of respondents

Interpretation: from the above table, it is clear that the maximum number of respondents are from the age group of 18-24 with 48% and the minimum number of the respondents are similar in 35-40 and 40 and above with 4%. According to this it can be concluded that young people are more attracted towards this organization.

Q3: Highest education.

Valid		Frequency	Percent
	Secondary	14	14
	Graduate	48	48
	Post Graduate	25	25
	Phd	5	5

	Other	8	8
	Total	100	100

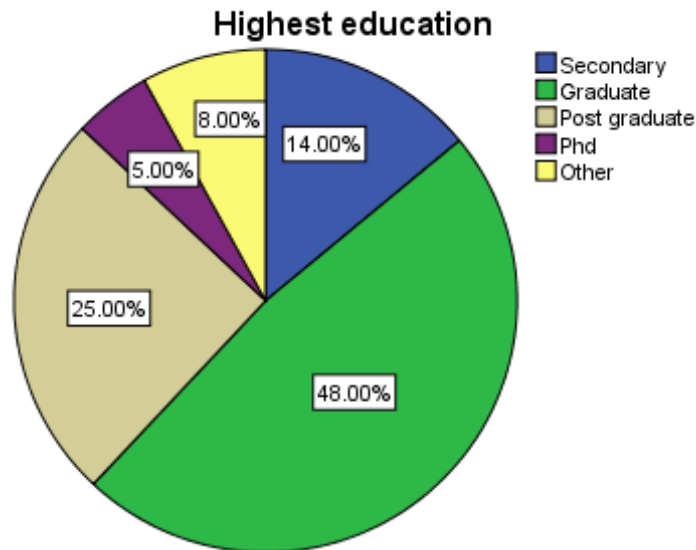Table 3: Education of the respondents

Figure 3: Highest education of the respondents

Interpretation: From the above table the maximum number of respondents has done graduation with 48% and the minimum number of the respondents has done PHD with 5%.

Q4: Do I really enjoy my work and feel satisfied from it.?

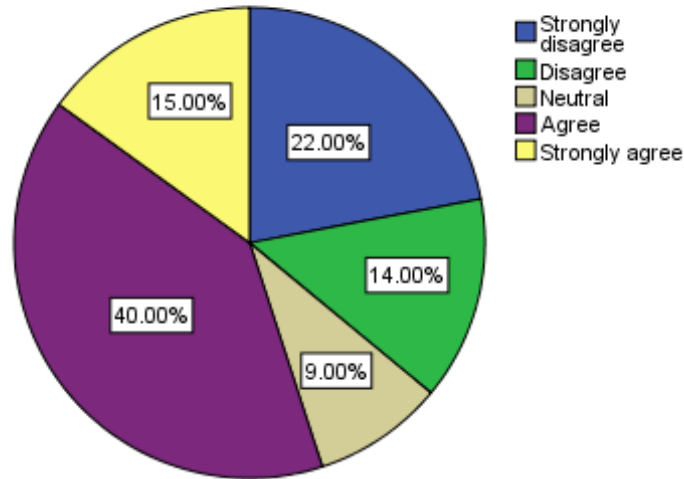| Valid		Frequency	Percent
	Strongly Disagree	22	22
	Disagree	14	14
	Neutral	9	9
	Agree	40	40
	Strongly agree	15	15
	Total	100	100

Table:4 Satisfaction of employees at work

Figure 4: Satisfaction of employees at work

Interpretation: From the above chart it was found that almost half of the respondents said that they enjoy the work and feel satisfied with 55% whereas rest do not think so.

Q5: In my organization i am clear with my duties and responsibilities which make me stress free.

Valid		Frequency	Percent
	Strongly Disagree	17	17
	Disagree	13	13
	Neutral	8	8
	Agree	38	38
	Strongly Agree	24	24
	Total	100	100

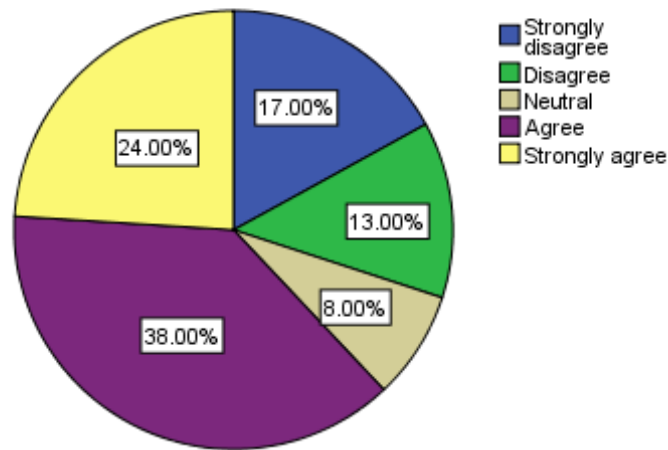Table 5: Effect of clear responsibilities and duties at work.

Figure 5: Effect of clear responsibilities and duties at work.

Interpretation: From the analysis it was found that effect of clear and well defined duties and responsibilities makes the majority of respondents stress free with 62% and 38% of the respondents thinks that there is no relationship of stress with duties.

Q6: In this organization the employees are clear about the goals and objectives for their department.

Valid		Frequency	Percent
	Strongly Disagree	17	17
	Disagree	10	10
	Neutral	8	8
	Agree	47	47
	Strongly Agree	18	18
	Total	100	100

Table 6: Employees are clear about goals and objectives for their department
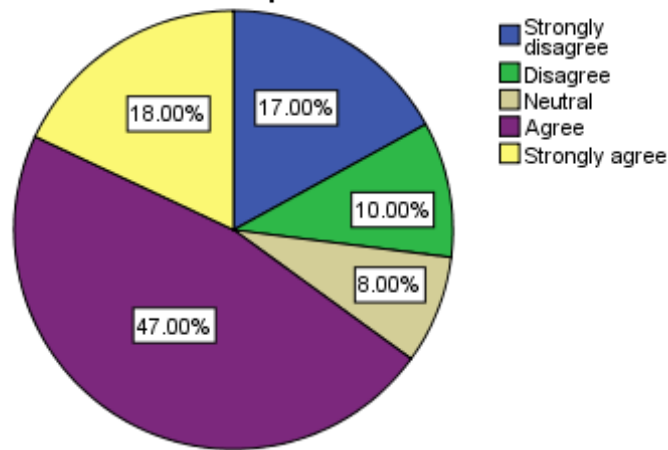
Figure 6: Employees are clear about goals and objectives for their department

Interpretation: We can clearly see that 65% of the respondents felt that they are clear about goals and objectives for their department that decreases stress and rest do not think so.

Q7: I feel that my role in my organization is appreciated.

Valid		Frequency	Percent
	Strongly disagree	13	13
	Disagree	6	6
	Neutral	10	10
	Agree	53	53
	Strongly Agree	18	18
	Total	100	100

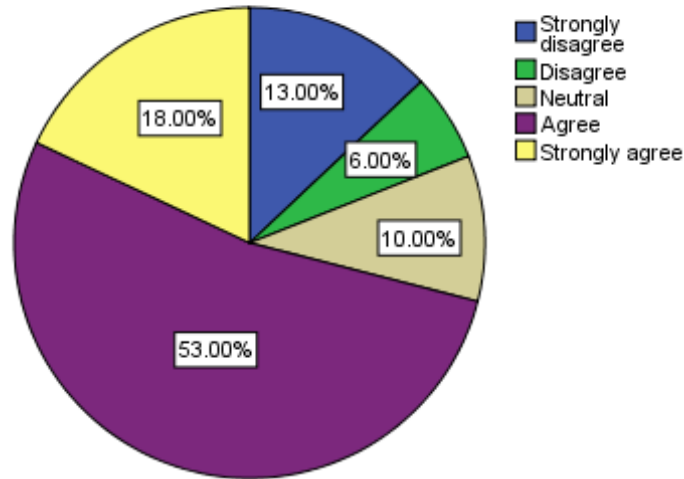Table 7: Role of Employees is appreciated

Figure 7: Role of Employee is appreciated

Interpretation: It was found upon analysis that majority of respondents 71% feel that their role in the organization is appreciated and reduces stress among employees and 19% of the respondents thinks that they are not appreciated towards their role which makes them feel stressed and demotivated.

Q8: I believe that in this organization, there is lack of job security.

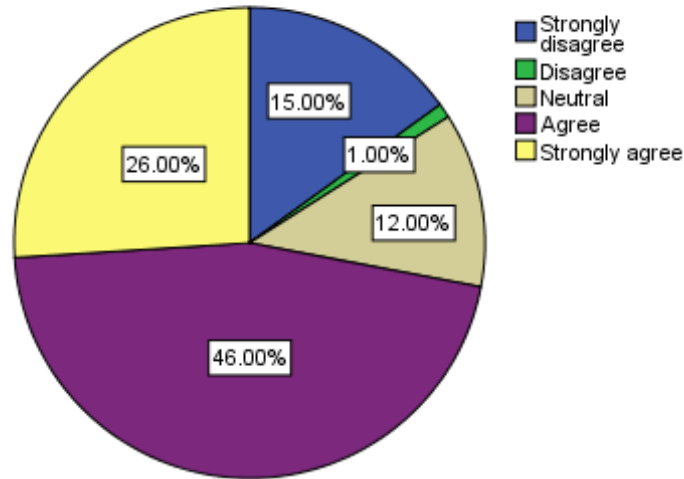| Valid		Frequency	Percent
	Strongly disagree	15	15
	Disagree	1	1
	Neutral	12	12
	Agree	46	46
	Strongly Agree	26	26
	Total	100	100

Table 8. Lack of job security

Figure 8: Lack of job security

Interpretation: It can be analyzed from the above chart that majority of the respondents 72% thinks that there is no job security leading to the job stress in the organization and whereas only 16% respondents believe that there is no lack of job security.

Q9: In this organization working environment results in high job stress.

Valid		Frequency	Percent
	Strongly disagree	15	15
	Disagree	3	3
	Neutral	13	13
	Agree	47	47
	Strongly Agree	22	22
	Total	100	100

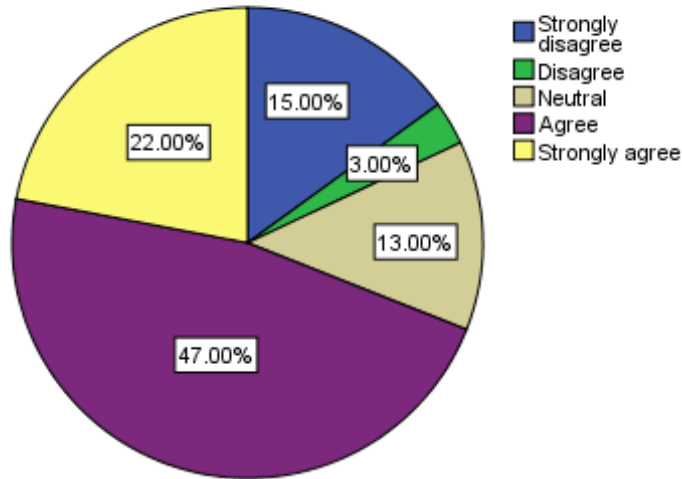Table 9: Impact of working environment on job stress

Figure 9: Impact of working environment on job stress

Interpretation: The majority of the respondents felt that there is impact of working environment which causes high job stress with 69% and on the other side only 15% disagree to this statement and there is no impact of working environment on the job stress.

Q10.In my organization, conflicts are handled amicably.

Valid		Frequency	Percent
	Strongly disagree	13	13
	Disagree	7	7
	Neutral	12	12
	Agree	48	48
	Strongly Agree	20	20
	Total	100	100

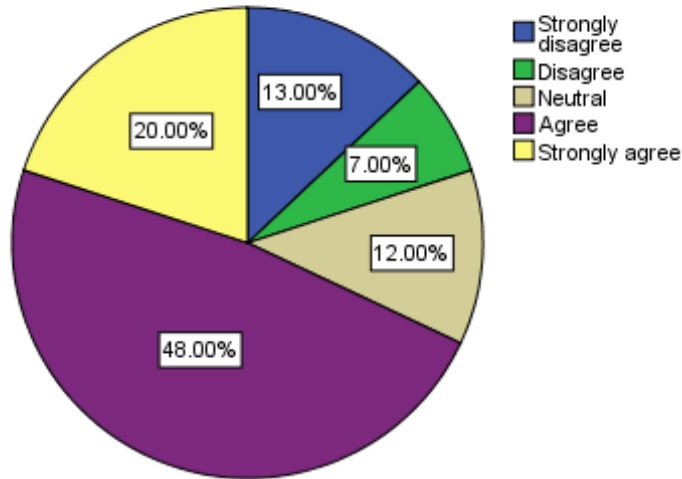Table 10: Conflicts are handled amicably

Figure 10: Conflicts are handled amicably

Interpretation: From the above figure it can be said that majority of respondents 68% felt that conflicts are handled peacefully in this organization and 20% disagree to it and reduces the chances of job stress.

Q11.In my organization 'Sense of belongingness' among employees reduces job stress.

Valid		Frequency	Percent
	Strongly disagree	14	14
	Disagree	0	0
	Neutral	11	11
	Agree	52	52
	Strongly Agree	23	23
	Total	100	100

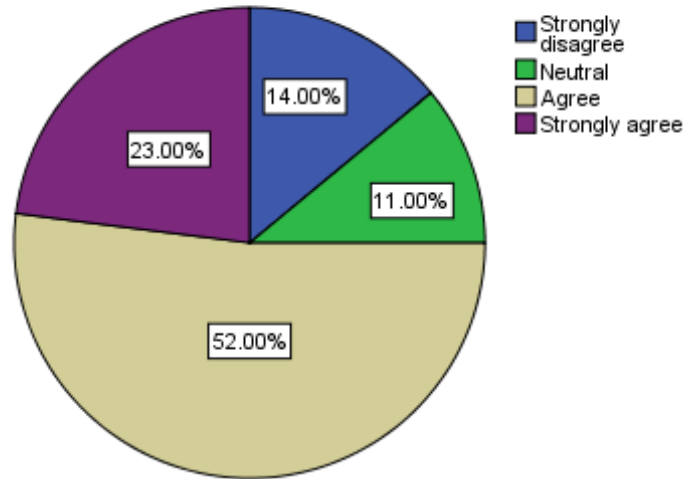Table 11: 'Sense of belongingness' among employees

Figure11: 'Sense of belongingness' among employees

Interpretation: It can be shown from the chart above that majority of respondents 75% felt that the sense of belongingness to organization reduces job stress and only 14% respondents disagree to it.

Q12.In this organization lack of work-life balance results in the job stress.

Valid		Frequency	Percent
	Strongly disagree	11	11
	Disagree	6	6
	Neutral	13	13
	Agree	48	48
	Strongly Agree	22	22
	Total	100	100

Table 12: Lack of work life balance resulting in job stress
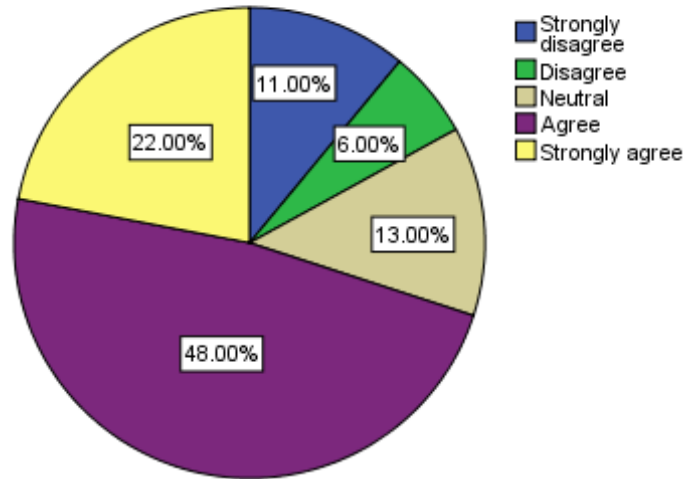
Figure12: Lack of work life balance resulting in job stress

Interpretation: In this organization the majority of respondents 70% think that there is no work life balance that causes stress among them and only17% do not feel so.

Q13.In my organization i am pressured to work for longer hours and my working hours are not flexible.

Valid		Frequency	Percent
	Strongly disagree	15	15
	Disagree	0	0
	Neutral	7	7
	Agree	49	49
	Strongly Agree	29	29
	Total	100	100

Table 13: Effect of long work hours on job stress

Figure13: Effect of long work hours on job stress
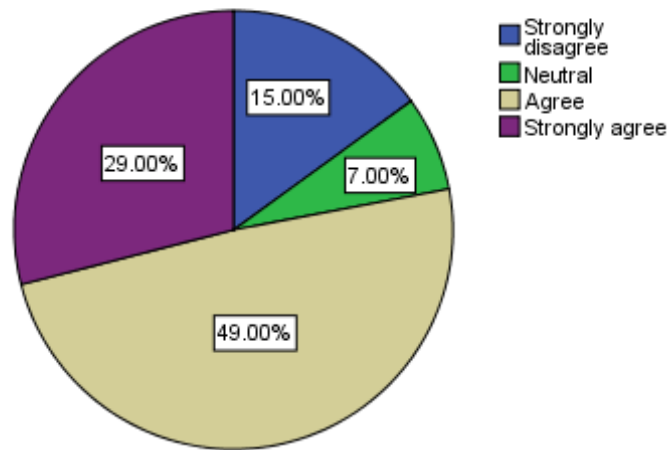
Interpretation: It was found upon analysis that the majority of respondents 78% are pressured to work longer hours and their working hours are not flexible that increases the chances of high job stress among them and only 22% respondents disagree that they are not pressured in the organization.

Q14.In this organization, my seniors and colleagues are supportive in nature and are willing to listen to my work related problems.

Valid		Frequency	Percent
	Strongly disagree	24	24
	Disagree	3	3
	Neutral	10	10
	Agree	40	40
	Strongly Agree	23	23
	Total	100	100

Table14: Seniors and colleagues are supportive to work related problems

In this organization, my seniors and colleagues are supportive in nature and are willing to listen to my work related problems.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

23.00% 24.00% 3.00% 10.00% 40.00%
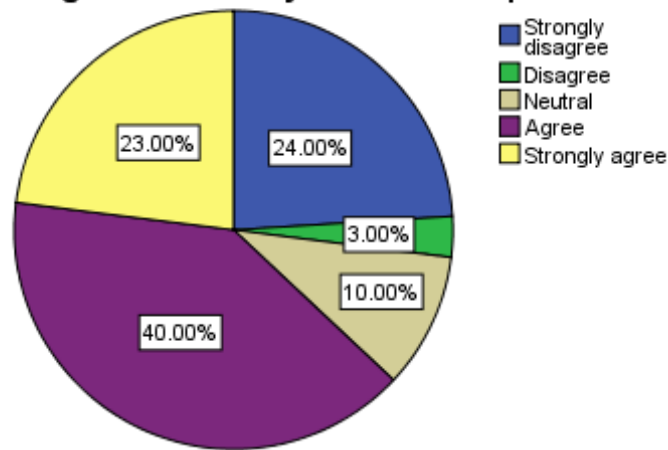
Figure 14: Seniors and colleagues are supportive to work related problems

Interpretation: It was found upon analysis that majority 63% of the respondents were of the opinion are given support from seniors and colleagues in work related problems that reduces stress and rest do not agree with the statement.

Q15.Employees in this organization has unachievable deadlines.

Valid		Frequency	Percent
	Strongly disagree	20	20
	Disagree	34	34
	Neutral	11	11
	Agree	22	22
	Strongly Agree	13	13
	Total	100	100

Table 15: Deadlines are unachievable
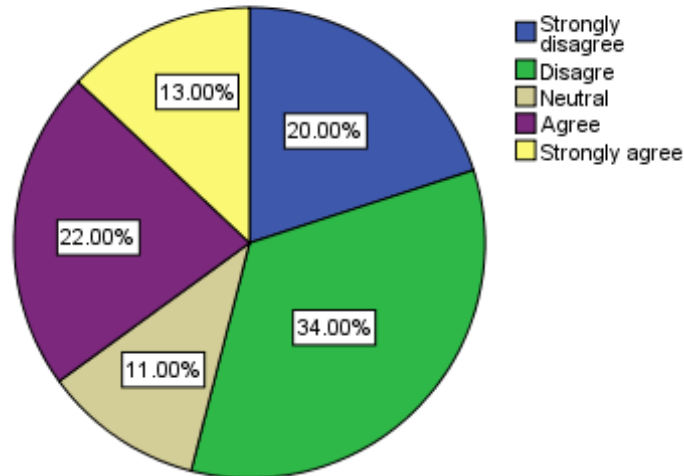
Figure 15: Deadlines are unachievable

Interpretation: Majority of the respondents 54% believe that deadlines are achievable in this organization, 35% respondents says that deadlines are unachievable.

Q16. I have a choice in deciding how do I accomplish my target in the given timeline.

Valid		Frequency	Percent
	Strongly disagree	12	12
	Disagree	8	8
	Neutral	13	13
	Agree	47	47
	Strongly Agree	20	20
	Total	100	100

Table16: Staff has a choice to attain targets.
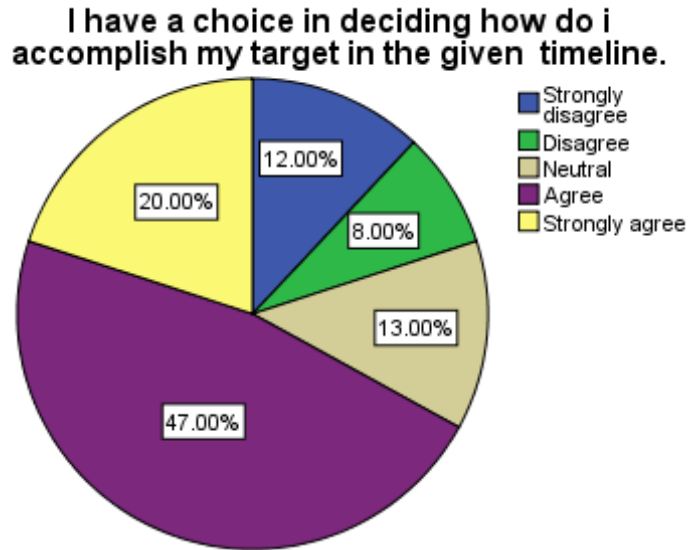
Figure16: Staff has a choice to attain targets.

Interpretation: From the above analysis the majority 67% of the respondents felt that they have choice in deciding how they accomplish their targets in the given timeline.

Q17. Staff at this organization is always consulted about changes at workplace.

Valid		Frequency	Percent
	Strongly disagree	16	16
	Disagree	0	0
	Neutral	8	8
	Agree	47	47
	Strongly Agree	29	29
	Total	100	100

Table 17: Staff is consulted about changes
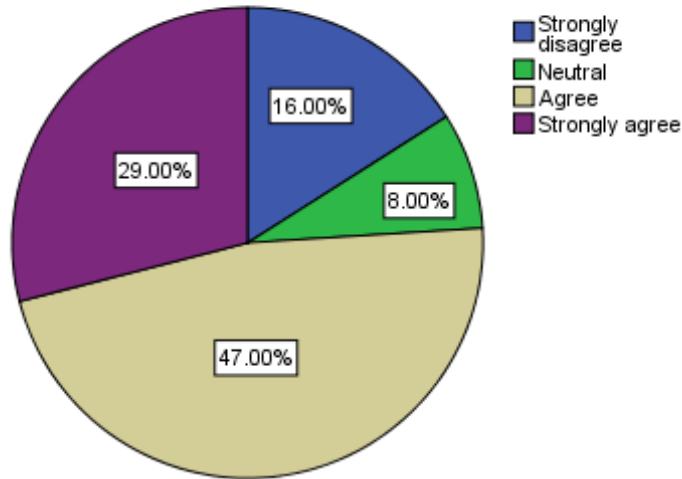
Figure17: Staff is consulted about changes

Interpretation: From the analysis it was found that majority 76% that staff are always consulted about the changes at work place and hence reduces job stress, only 16% respondents disagree that staff is not consulted about changes at the work place.

Q18. Most of the time I feel I have very little control over my life at work which makes stressed.

Valid		Frequency	Percent
	Strongly disagree	20	20
	Disagree	04	04
	Neutral	12	12
	Agree	44	44
	Strongly Agree	20	20
	Total	100	100

Table 18: Less control over work

Most of the time i feel i have very little control over my life at work which makes stressed.
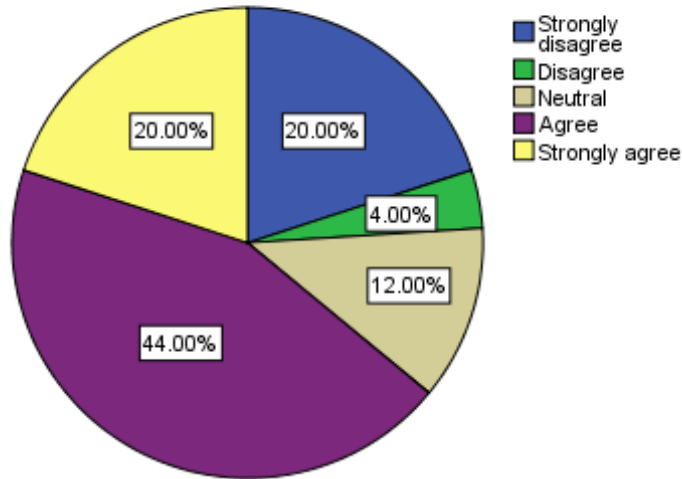
Figure18: Less control over works

Interpretation: From the above analysis it can be seen that the majority 64% of the respondents were of the opinion that they have little control over their lives at work which makes them feel stressed and 36% do not have such an opinion.

Q19. My job in this organization often interferes with my family and social obligations, or personal needs.

Valid		Frequency	Percent
	Strongly disagree	18	18
	Disagree	10	10
	Neutral	11	11
	Agree	43	43
	Strongly Agree	18	18
	Total	100	100

Table 19: Jobs interfere with family and personal needs
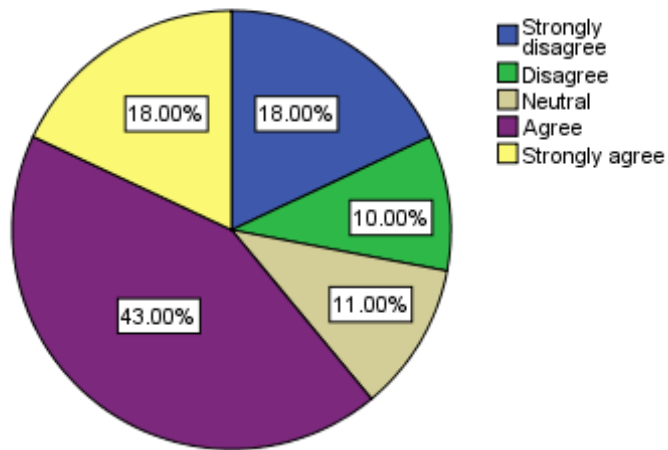
Figure 19: Jobs interfere with family and personal needs

Interpretation: From the above data it can be easily shown that majority of respondents 61% think that job in this organization often interfere family, social and personal needs and 28% respondents do not agree with the statement and affects stress.

Q20.My manager encourages me at work.

Valid		Frequency	Percent
	Strongly disagree	14	14
	Disagree	3	3
	Neutral	7	7
	Agree	41	41
	Strongly Agree	35	35
	Total	100	100

Table 20: Manager encourages at work

Figure 20: Manager encourages at work

Interpretation: It can be seen that 76% majority of respondents felt that manager encourages them at work and reduces stress and 24% respondents disagree that may contribute to stress.

Q21.I am satisfied with the following methods used by my organization to manage job stress.
- Yoga / Meditation
- Participative and Interactive Session
- Stress Management workshop
- Counseling Facilities.

Valid		Frequency	Percent
	Yoga / Meditation	10	10
	Participative and Interactive Session	47	47
	Stress Management workshop	27	27
	Counseling Facilities	16	16
	Total	100	100

Table 21: Methods to manage job stress
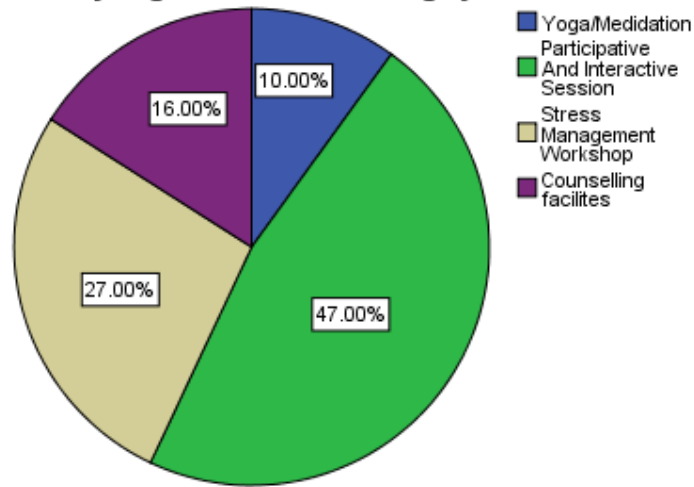
Figure 21: Methods to manage job stress

Interpretation: From the above data it is found that 47% of the respondents believe that participative sessions and interactive sessions are used by the organization to manage stress, 27% of the respondents feel that management workshops are used by the organization that is not much effective, yoga and meditation is used by only 10% of respondents 16% of the respondents use counseling facilities when required.

Chapter 6
Findings, Conclusions
And
Suggestions

Findings

Over the span of the exploration time frame there were many replied by perception, examination and understanding. A few focuses are:

1. More than 55% respondents said that they make the most of their work and feel fulfilled.
2. There is huge connection among stress and workplace and over 55% respondents believe that work space of the Poonil Products isn't acceptable bringing about occupation stress.
3. More than 62% respondents felt that they are clear about their obligations and duties at working environment which makes them calm.
4. More than 65% respondents said that they are clear about objectives and objective for their area of expertise.
5. More than 70% respondents accept that their job is valued.
6. More than 65% respondents accept that contentions are dealt with agreeably that upgrades work execution.
7. More than 75% respondents said that "feeling of belongingness" to the Poonil Arrangements diminishes work pressure.
8. Around 70% respondents said that there is absence of work-life balance brings about work stress.
9. More than 75% respondents felt that there is impact of longer working hours inciting representatives to search for a work somewhere else.
10. More than 60% respondents said that seniors and associates are steady to work related issues.
11. More than half respondents accept that cutoff times are hard to accomplish that builds pressure.
12. More than 75% respondents said that staff is counseled about changes at working environment.
13. More than 60% respondents believe that positions frequently meddle with family, social commitments and individual requirements.
14. More than 75% respondents felt that supervisor empowers at work that upgrades inspiration of workers.

Conclusion

- According to the research undertaken it can be concluded that the organization should show concern towards their employees and make them feel important to the organization. Much of the stress is caused not only by work overload and time pressure but also by lack of rewards and praise, and by not providing individuals with the autonomy to do their work differently, improve physical work environment, treat them with respect and value their contribution. If we enhance the psychological wellbeing and health of employee, the organization revenue increases and there is employee retention as well because it is said that, "A healthy employee is a Productive employee".
- It is clear from the analysis that there is lack of work-life balance in the Poonil Products.
- It is found that mostly half of the employees feel satisfied with their jobs and rest are not satisfied.
- Most of the employees feel that the management is sympathetic to their work related problems, seniors and colleagues are supportive in nature.
- The role of the employee is appreciated in the Poonil Products.
- In this organization, there is good relationship between employees and the management leading to retention of employees also reduces job stress.
- The employees are always consulted about changes at the workplace.
- Stress is not always a negative, stress among the employees attitude towards job may be either positive or negative and this survey can be treated as the most effective and efficient way, which makes the workers to express their inner and real feelings undoubtedly which may help the organization to know about stress related issues at their work place.
- The various techniques are implemented for coping with stress and burnout which include escape for a while, talk it out, do something for others, take time for recreation, organize your life, establish a nutritious diet, investigate stress- reduction programmes, and discover one's personality.

Suggestions

➢ Since some of the respondents do not enjoy and feel satisfied with their job and to make them feel satisfied there must be monetary and non-monetary rewards for efficient work in the organization, this may encourage them that will definitely enhance productivity.

➢ The respondents are not much clear about their duties and responsibilities so there should be proper communication system to address the issues related to their job roles and changes in workplace.

➢ Majority of the respondents said that there is lack of job security in this organization, there must be some measures adopted by the company, or change in company's policies to protect their interests.

➢ The organization should improve working environment as majority of the respondents felt that working conditions are not in favor to their needs,talk to employees about their work environment. Give them the opportunity to voice concerns or frustrations about aspects that are irritating. Make appropriate changes.

➢ The organization should introduce flexible work hours as most of the respondents believe that flexible work hours will definitely reduce stress.

➢ The deadlines must be kept realistic and are designed in accordance with employee suggestions so that they can achieve targets given in specific time limits.

➢ The organization should discuss and involve employees in decisions so that they will feel that they are valued in the organization which motivates them.

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Annexure

QUESTIONNAIRE

Name
Gender- Male/Female

What is your Age?
18-24
25-30
30-35
35-40
40 and above

Highest Education
Secondary
Graduate
Post Graduate
PHD
Other

Q1. Do I really enjoy my work and feel satisfied from it.?
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Q2.In my organization i am clear with my duties and responsibilities which makes me stress free.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q3.In this organization the employees are clear about the goals and objectives for their department.
- Strongly disagree
- Disagree

- Neutral
- Agree
- Strongly agree

Q4.I feel that my role in my organization is appreciated.
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Q5.I believe that in this organization, there is lack of job security.
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Q6.In this organization working environment results in high job stress.
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Q7.In my organization, conflicts are handled amicably.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q8.In my organization 'Sense of belongingness' among employees reduces job stress.
- Strongly Disagree
- Disagree
- Neutral
- Agree

- Strongly Agree

Q9.In this organization lack of work-life balance results in the job stress.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q10.In my organization i am pressured to work for longer hours and my working hours are not flexible.
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Q11.In this organization, my seniors and colleagues are supportive in nature and are willing to listen to my work related problems.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q12.Employees in this organization have unachievable deadlines.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q13.I have a choice in deciding how do I accomplish my target in the given timeline.
- Strongly Disagree
- Disagree
- Neutral
- Agree

- Strongly Agree

Q14.Staff at this organization are always consulted about changes at workplace.
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Q15.My job in this organization often interfere with my family and social obligations, or personal needs.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q16.Most of the time I feel I have very little control over my life at work which makes stressed.
- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Q17.My manager encourages me at work.
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Q18.I am satisfied with the following methods used by my organization to manage job stress.
- Yoga / Meditation
- Participative and Interactive Session
- Stress Management workshop
- Counselling Facilities