



## A STUDY ON STRESS MANAGEMENT PRACTICES FOR EMPLOYEES AT AMMAN-TRY STEELS PVT LTD TRICHY

*"Stress Management in the Modern Workplace: A Study of Employee Experiences"*

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### **Abstract**

*This study explores the stress management practices used by employees in the workplace, examining their effectiveness in reducing stress and improving well-being. A mixed-methods approach was employed, combining survey data with in-depth interviews to gather insights from employees and HR professionals. Effective stress management practices are crucial to mitigate the negative impacts of stress on employee well-being and productivity. The findings highlight the importance of organizational support, employee engagement, and individualized stress management strategies in mitigating workplace stress. Index Terms----- Stress management, Workplace stress, Employee well-being, Organizational support, HR practices.*

### **Introduction**

Steel manufacturing at AMMAN-TRY STEELS PVT LTD involves the production of steel, various purpose including construction, automotive, aerospace, and consumer goods. In manufacturing the company uses sponge iron. The steel manufacturing process typically involves several stages like Iron ore extracted and processed into a usable form by melting, combined with other elements like iron ore, Dolomite and coal. The steel is rolled and shaped into Billets, and this is converted into various grades of steel bars.

Workplace stress is a growing concern that affects employees' well-being, productivity, and job satisfaction. The modern work environment, with its increasing demands, tight deadlines, and high expectations, can be a significant source of stress for many employees. Moreover, it can impact the employee both internal and external factors. Effective stress management practices, such as employee wellness programs, flexible work arrangements, and open communication, can help to manage workplace stress and promote a healthier and more productive work environment.

### **Need and Objectives**

There is a need to understand the current stress management practices adopted by employees and organizations. There is a need for frame work of stress management solutions that consider the unique challenges and demands of different workplaces. This study will provide insights for organizations to develop effective stress management practices, leading to improve employee well-being and productivity. By identifying effective stress management practices, this study will contribute to enhance employee quality of life and promoting a healthy work environment. By providing recommendations for effective stress management practices, this study will help organizations to reduce the workplace stress. By exploring the causes and consequences of workplace stress, this study will advance the understanding of complex issue. The findings of this study on stress management, providing a foundation for further investigation and exploration.



### **The Objectives of the study are**

1. To identify the sources and causes of stress among employees in the workplace.
2. To examine the current stress management practices adopted by employees in the workplace.
3. To investigate the effectiveness of existing stress management practices in reducing employee stress.

### **Review of Literature**

**Hackman& Oldham, 1976:** Employees with high Job autonomy and better manage stress and improve

**Lazarus and Folkman 1984:** The Transaction Stress Theory proposes that stress occurs when an individual perceives threat used to determine the factors that contribute to stress. or challenge that exceeds their coping resources.

**Lazarus & Folkman, 1984:** Effective time management and prioritization can reduce stress and improve productivity.

**Bass, 1985:** Transformational leaders who provide emotional support and resources can reduce employee stress and improve well-being

**Greenhaus et al., 2003:** Organizations that support work-life balance can reduce employee stress and improve well-being.

**Kabat-Zinn, 2003:** Mindfulness and meditation practices can decrease stress and improve emotional regulation.

**Harris et al., 2006:** Regular exercise and physical activity can reduce stress and improve mood.

**Bakker and Demerouti 2007:** The Job Demands-Resources Model suggests that job demands and resources interact to influence employee well-being and performance.

**Cohen et al., 2015:** Social support from colleagues, supervisors, and friends can buffer the negative effects of stress.

### **Research Methodology**

**Research Design:** This study shows a mixed-methods research design, combining both quantitative and qualitative approaches.

**Research Approach:** The study will use a descriptive research approach to examine the current stress management practices among employees in the workplace.

**Questionnaires:** A structured questionnaires are used to collect data from employees.

**Observations:** This method can be used to collect information from employees.

**Descriptive Research:** This Method Can Be Used To Determine The Factors That Contribute To Stress.

**Data Analysis:** one way-Anova, Correlation, Chi-square is used to analyse the collected data.

**Responders:** The people who works in various departments of the firm. The data driven from various aspects such as Human Resource, Finance, Sales, Marketing, and Logistics respectively. Hence the count of responders is 250.

**Statistical Analysis:** Anova chi-square and Correlation in SPSS are used in this study for analyzing the data.

**ANOVA Analysis:** ANOVA test used in hypothesis testing to compare the means of two or more groups equal or not.



**One-way Anova:** The one-way analysis of variance (ANOVA) statistically significant differences between the means of two or more independent (unrelated) groups.

**Chi-Square Analysis  
 Results and Discussion**

1. From the table and chart indicates that 40.8% of the responders are from the age group 18-25, 29.6% of the responders are from the age group 25-30, 18.0% of responders are from the age group 30-35, 2.0% of the responders are from the age group 35-40 and 9.6% of the responders are from the age group 40-45.
2. **Hence this shows that most of the responders are from the age group 18-25:** From the table and chart indicates that 46% of the respondents are Female and 54% of the respondents are Male employees.
3. **Hence this shows that most of the people are male compared to female:** From the table and chart indicates that 10% of the responders are from 10<sup>th</sup>, 29.2% of the responders are from 12<sup>th</sup>, 30.4% of responders are from UG, 5.6% of the responders are from PG and 24.8% of the responders are from more than PG.
4. **Hence this shows that most of the responders are qualified by UG compared to others.** From the above and chart indicates that 38.8% of the responders are single, 55.6% of the responders are married, 5.6% of A statistical procedure for determining the responders widow. Difference between observed and expected data.

**Correlation Analysis**

Relationship between two or more variables.

Pearson

Spearman

Kendall rank

These are three common correlation methods that measure the relationship between variables.

**Hence his shows that most of the responders are married compared to others:** From the table and chart indicates that 14% of the responders are from HR, 16.8% of responders are from marketing, 21.2% of responders are from sales, 21.6% of the responders are from finance and 26.4% of the responders are from logistics.

**Hence this shows that most of the responders are from the logistics field compared to others.**

From the table and chart indicates that 42% of the responders earn less than 20,000, 24.8% of the responders earn 20,000-40,000 and 33.2% of responders earn more than 40,000.

**Hence this shows that most of the responders earn less than 20,000 compared to others.**

From the table and chart indicates that 33.6% of the responders are fresher, 29.6% of the responders have 1-3 years' experience, 6.8% of responders have 3-5 years' experience, 21.2% of the responders have 5- 10 years' experience and 8.8% of the responders have more than 10 years of experience.

**Hence this shows that most of the people are fresher compared to others**

From the table and chart indicates that 12.4% of the responders feel stress daily, 34.8% of the responders feel stress weekly, 24.8% of responders feel stress monthly, 24.8% of the responders feel stress rarely and 23.2% of the responders never feel stress.

**Hence this shows that most of the people feel stress weekly compared to others**

From the table and chart indicates that 38% of the responders feel stress by workload, 13.2% of the responders feel stress by lack of control, 10.4% of responders feel stress by time pressure, 4.8% of the



responders feel stress by conflict with colleagues and 33.6% of the responders feel stress by other causes.

**Hence this shows that most of the people feel stress by workload compared to others.**

From the table and chart indicates that 8.4% of the responders feel stress level by 10- 20%, 26.4% of the responders feel stress level by 20-30%, 10% of responders feel stress level by 30-40%, 32.8% of the responders feel stress level by 40-50% and 22.4% of the responders feel stress level as exhausted.

**Hence this shows that most of the people feel stress level by 40-50% compared to others:** From the table and chart indicates that 0.8% of the responders feel angry while stress, 20.8% of the responders feel frustrated while stress, 45.2% of responders feel demotivated while and 33.2% of the responders feel irritated while stress.

**Hence this shows that most of the people feel demotivated while stress compared to others.**

From the table and chart indicates that 46% of the responders feel yes to stress occurring daily and 54.0% of the responders feel no to stress occurring daily.

**Hence this shows that most of the people feel no to stress occurring compared to others.**

From the table and chart indicates that 35.2% of the responders feels internal stress and 64.8% of the responders feel external stress.

**Hence this shows that most of the people feel external stress compared to internal stress.**

From the table and chart indicates that 24.8% of the responders have sometimes to relax, 18.4% of the responders have very often time to relax, 10% of responders have rare time to relax and 25.2% of the responders have always time to relax, 21.6% of the responders have no time to relax.

**Hence this shows that most of the people have always time to relax compared to others.**

From the table and chart indicates that 24.2% of the responders rarely feel anxious/depressed, 16.6% of the responders always feel anxious/depressed, 11.4% of responders very often feel anxious/depressed, 25.8% of the responders sometimes feel anxious/depressed, 21.6% of the responders never feel anxious/depressed.

**Hence this shows that most of the people sometimes feel anxious/depressed compared to others.**

From the table and chart indicates that 32.4% of the responders rarely feel headache, 20% of the responders very often feel headache, 9.6% of responders sometimes feel headache, 17.2% of the responders always feel headache, 20.8% of the responders never feel headache.

**Hence this shows that most of the people rarely feel headache compared to others.**

From the table and chart indicates that 35.6% of the responders easy to relax after a long break, 21.2% of the responders Somewhat easy to relax after a long break, 5.2% of responders Neutral to relax after a long break, 17.2% of the responders Somewhat difficult to relax after a long break and 20.8% of the responders Very difficult to relax after a long break.

**Hence this shows that most of the people easy to relax after long break compared to others.**

From the table and chart indicates that 43.2% of the responders follow exercise, 34.0% of the responders follow deep breathing, and 22.8% of responder follows meditation.

**Hence this shows that most of the people follow exercise compared to others.**

From the table and chart indicates that 33.2% of the responders practiced daily, 48.8% of the responders practiced weekly, 18.0% of responders practiced monthly.

**Hence this shows that most of the people practiced weekly compared to others:** From the table and chart indicates that 33.2% of the responders very supportive in the organization, 48.8% of the responders somewhat supportive in the organization, 18.0% of responders neutral in the organization.

**Hence this shows that most of the people somewhat supportive in the organization compared to others.**

From the table and chart indicates that 50% of the responders provide stress management class in the



Organization, 50% of the responders provide stress management class in the Organization.

**Hence this shows that half of the responders reported that their organization provides stress management classes, while the other half indicated that it does not.**

From the table and chart indicates that 44.8% of the responders feel yes for prioritize in the organization, 55.2% of the responders feel no for prioritize in the organization.

**Hence this shows that most of the people feel yes for prioritize.**

From the table and chart in dicates that 32.8% of the responders yes for to taken mental health leave, 67.2% of the responders no for to taken mental health leave.

**Hence this shows that most of the people yes for two taken mental health leave.**

From the table and chart indicates that 41.2% of the responders yes for satisfied this job, 58.8% of the responders no for satisfied this job.

**Hence this shows that most of the people not satisfied with the job.**

### Descriptive

Are you satisfied with your job

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
male	135	1.69	.465	.040	1.61	1.77	1	2
female	115	1.47	.501	.047	1.38	1.56	1	2
Total	250	1.59	.493	.031	1.53	1.65	1	2

### ANOVA

Are you satisfied with your job?

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.987	1	2.987	12.867	.000
Within Groups	57.577	248	.232		
Total	60.564	249			

### Hypothesis

**H0 (Null hypothesis):** There is no significant difference between Job satisfaction among the different age group.

**H1 (Alternative hypothesis):** There is a significant difference between job satisfaction among the different age group.

**Interpretation:** The above Anova table show that the F-value is 12.867 which is significantly larger than the typical value 0.05 and the p-value 0.000 is less than 0.05, providing strong evidence against the null hypothesis. There is a significant difference between job satisfactions among the different age groups.

**Hence, the alternative hypothesis is accepted whereas the null hypothesis is rejected.**



Correlations			
		How do you typically feel	Stress management practice does you follow
	Pearson Correlation	1	.080
How do you typically feel	Sig.(2-tailed)		.210
	N	248	248
	Pearson Correlation	.080	1
Stress management practice Does you follow	Sig.(2-tailed)	.210	
	N	248	250

The above correlation table shows that the Pearson correlation coefficient (r) is 0.843.

**Hypothesis H0 (Null hypothesis):** There is no significant correlation between the two variables.

**H1 (Alternative hypothesis):** There is a significant correlation between two variables.

**Interpretation:** Thus, the p value 0.210 is significantly more than the typical value 0.05. This means that there is a strong relationship between the two variables.

**Hence, the alternative hypothesis is accepted whereas the null hypothesis is rejected**

#### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Enter the Age *Are you satisfied with your job	250	100.0%	0	0.0%	250	100.0%

#### Chi-Square Tests

	Value	Df	Asymp. Sig. (2- sided)
Pearson Chi-Square	67.295 <sup>a</sup>	4	.000
Like lihood Ratio	72.714	4	.000
Linear-by-Linear Association	15.357	1	.000
N of Valid Cases	250		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is 2.06.

#### Hypothesis

**H0 (Null hypothesis):** There is no significant relation between the two categorical variables being compared.

**H1 (Alternative hypothesis):** There is a significant relation between gender and job satisfaction.



## Result

Chi-square test = 67.295 Degree of freedom = 4  
Pvalue=0.001

## Interpretation

The above chi-Squ is table shows that the chi- square test value is 67.295, Degree of freedom is 4 and the p value is 0.001 which is above criteria 0.05. There is no significant relation.

## Conclusion

The implementation of effective stress management practices at **AMMAN-TRY STEELS PVT LTD** is for promoting employee well-being, reducing occupational stress, and enhancing productivity. By adopting strategies such as employee wellness programs, and work-life balance initiatives, the organizations can create a healthier and more supportive work environment. This, can lead to improve job satisfaction, reduce absenteeism, and increase competitiveness in the industry. Prioritizing stress management can have a positive impact on both employees and the organization. This project “A Study on Stress Management Practice At AMMAN-TRYSTEELSPVT LTD” focuses only that industry and its limits within it. The co-operation given by the industry and the employees are very impressive and I hereby thank everyone for your valuable time.

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