



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

## A STUDY ON STRESS MANAGEMENT AND WORK-LIFE BALANCE AT FABCURATE PRIVATE LIMITED.

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### 1. INTRODUCTION:

**Stress** means a state of mental tension and worry caused by problems in life or work and Stress management is the ability to recognise the sources of stress and restructure work or life in order to cope with them.

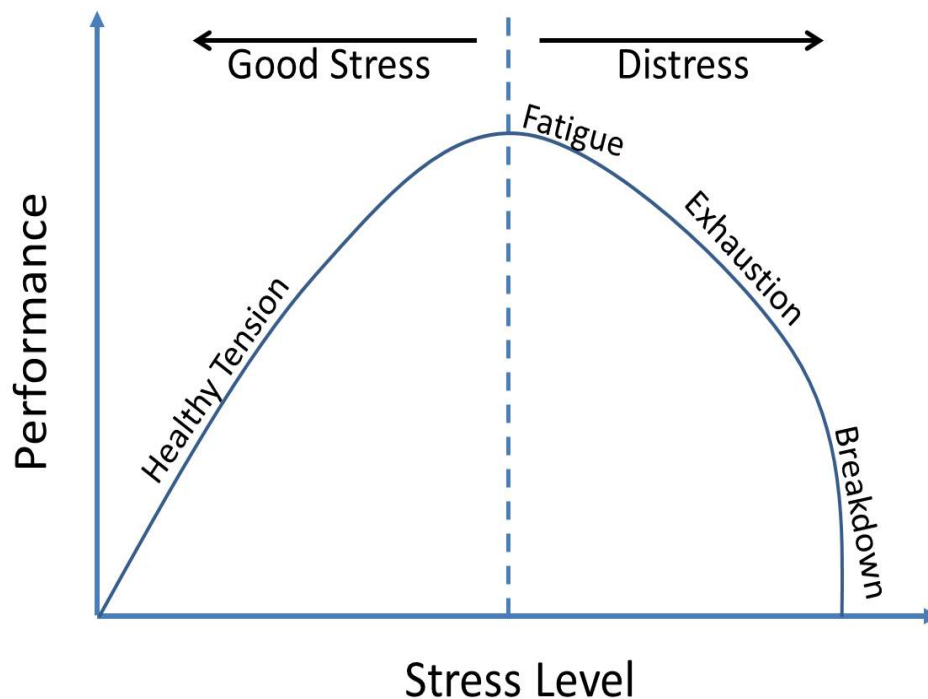
Stressful situations can be categorised under the four headings:

1. **Significant life adjustments:** this covers serious changes in life, which can be both pleasant and unpleasant.
2. **Daily routines:** daily routines such as fighting the rush hour traffic or meeting the deadline on an important project sap energy.
3. **Unrealistic self-expectations:** while positive self-expectations motivate to realise goals, unrealistic expectations can lead to setting up for failure and a lowering of self-esteem.
4. **Interpersonal relationships:** both personal and professional relationships require a significant amount of effort to maintain. Poor communication leads to conflict that can escalate into increased frustration and open hostility. As well as causing stress, poor interpersonal relationships can also be caused by stress.

Common stress factors are:

- Family problems
- Mental illness
- Elderly care issues
- Childcare issues
- Financial issues
- Legal issues
- Grief and loss
- Communication difficulties
- Work
- Health concerns
- Balancing work and family
- Time management problems
- Change management issues

Stress can be positive as well negative. The **Positive Stress** is experienced when a stressor leads to an improvement in your overall performance and productivity. Positive stress is usually the outcome of a positive attitude towards a stressor, good time management practices, and effective prioritising of one's activities. Good news, or an unexpected benefit, can also cause a positive stress experience.



Experiencing positive stress leads to several benefits which include:

- **Increased Creativity:** able to make or develop things, also able to think of new or more effective methods for completing tasks.
- **Higher Productivity:** able to complete more tasks at work, and participate in more activities in personal life.
- **Improved Self-Esteem:** generally, feel good about self, and happy with the life that you are leading.
- **Better Health:** Positive stress stimulates your immune system to operate optimally, meaning that are less likely to become ill.

**Negative stress** is when one becomes over-stressed, and the outcome is overall performance and productivity becomes impaired or completely debilitated this is known as a Negative Stress experience. It is usually the outcome of a poor attitude towards a stressor, poor time management practices, and failing to prioritise one's activities. Sometimes, traumatic events can also lead to the experience of negative stress.

**Work-life balance** is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Achieving a satisfactory work-life balance is a significant factor in the quality of work-life. Splitting time, energy, and resources into two different aspects of life is challenging. Adding to this challenge are obstacles such as long hours of commute, family commitments, or longer working hours.

Work-life balance is an important aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. Chronic stress is one of the most common health issues in the

workplace. It can lead to physical consequences such as hypertension, digestive troubles, chronic aches and pains and heart problems. Chronic stress can also negatively impact mental health because it's linked to a higher risk of depression, anxiety and insomnia. Too much stress over a long period

of time leads to workplace burnout. Employees who work tons of overtime hours are at a high risk of burnout. Burnout can cause fatigue, mood swings, irritability and a decrease in work performance. This is bad news for employers.

Reasons for the poor work-life balance are having salaries that haven't increased much, but expenses that have, Increased responsibilities at work, working longer hours, Increased responsibilities at home, Having children.

By creating a work environment that prioritizes work-life balance, employers can save money and maintain a healthier, more productive workforce. To improve the quality of work-life of employees to balance their personal and work lives facilities like flexible working hours, work from home, telecommunicating, remote working and part time work can be provided. Practices like prioritizing physical and mental health, managing time, take vacation, set boundaries and work hours.

## **INTRODUCTION FABCURATE PRIVATE LIMITED.**

Fabcurate Private limited is world-class and most trusted fabric store with thousands of designs and collection, the date of incorporation is 19 September 2020. Fabcurate facilitate designers to create anything from their imagination using an array of premium quality fabrics curated specially for the clients, these fabrics are sourced directly from traditional fabric merchants who are the masters of traditional craft. To top it all Fabcurate based out of Surat, Gujarat which is the textile capital of the country. The best yarn production, weaving, processing and even embroidery occurs in Surat.



Creating a garment is a process filled with visual and tactile components, demanding and developing the sewing wisdom. Fabcurate seeks it as a responsibility to bring the right colours to imagination combining it with the years of experience in the industry. Company's solitary attention is always at the community which belong to the Indian Handloom Industry by collaborating with the talented artisans in this community the firm give them a platform to show their talent an opportunity to push the creative potential and bring out the new version of the traditional heritage.

Fabcurate believes in creating glorious art out of a fabric by exploring town, streets and villages to curate the best fabrics for the creation of good quality and design for the fabric. Clients and customers can select their favourite design, fabric from thousands of custom-made artworks available on website and place order.



- **BOARD OF DIRECTORS**

Directors of Fabcurate Private Limited are Ashish Kumar Durlbh bhai Mulani, Sanjay Raghu bhai Desai, Sagarkumar Bipin bhai Mulani and Urvisha Panchani.

- **PRODUCTS**

- Categories of Fabric



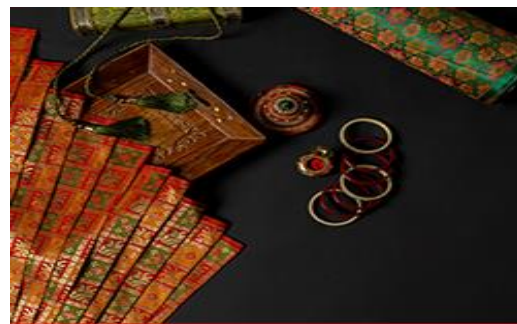
**Hand block Fabric**



**Premium Saree Collection**



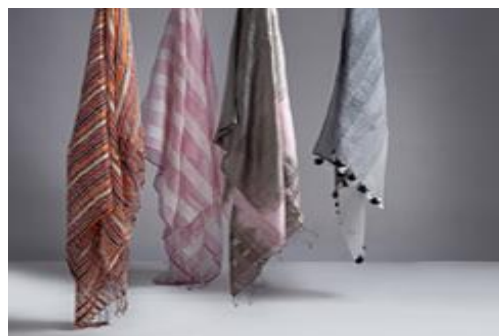
**Delicate Dupatta's**



**Blissful Banarasi**

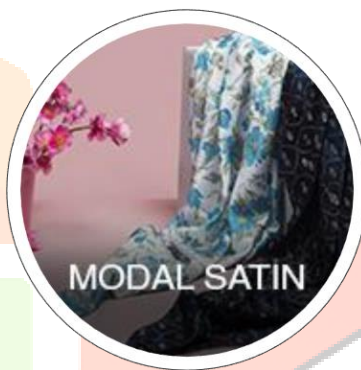
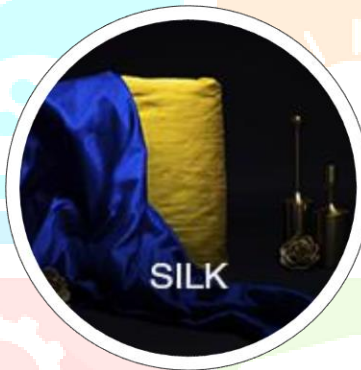


**Unstitched Suit Materials**



**Handwoven Stoles**

- Materials of Fabric



○ Designs of Fabric:



- Patterns of Fabric:





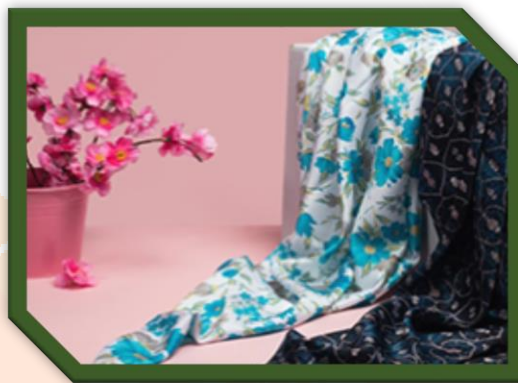
Feather Pattern



Foil Print



Chain Pattern



Floral Pattern



Polka Dots Pattern



Stripes Pattern

○ Plain Fabric:



Cotton Cambric



Rayon



Organza Silk



Chiffon Satin





Net



Georgette



Mashru Silk



Velvet

## CHAPTER 2

### LITERATURE REVIEW



#### 2.1 LITRATURE REVIEW:

(DR. M. DHANABHAKYAM, 2011) studied impact of stress management of working women in Coimbatore district, primary data are collected through questionnaire survey method and secondary data was collected from books, magazines, journals, newspapers, past research, reports and various websites. The study aims to identify sources and impact of stress on working women. Descriptive research design was undertaken in this research. Non probability convenience sampling techniques was used to select a sample of 300 working women among the working women of Coimbatore District. The main findings of the study show that all the respondents have distress due to personal and organizational sources. Managing the daily home activities, child care and looking after the family members are the major factors which cause distress among the working women. Organizational factors of distress are developmental opportunity provided by the management, recognition for hard work and availability of transportation facility.

(Gopika, 2014) undertook the analysis on the correlation between industrial experience and stress level changes in banking industry, the data was collected through questionnaire and secondary data was collected from research publications, standard journal and periodicals including the government organizations and from respective records about the job-related occurrence. The main aim of the research was to analyse the level of stress among bank employees, different types of stress they undergo and stressors. The study was explorative as well as descriptive in nature. The sample size was 100 employees from private and public banks in Ernakulam. They concluded that Stress in the work place has become the black plague of the present century, the stress at work is caused by work overload and time pressure lack of rewards and praise, by not providing individuals with the autonomy to do their work. Dis-satisfaction with the grievance handling procedure of the organization was also spotted in findings.

(Agarwala, 2014) studied the relevancy of stress management and its effects on research in north east, the collection of primary data from college researchers through interview and secondary data from books and internet. The objective was to study techniques that intervenes to stress and to study the scope of future stress management research. 45 respondents were interviewed for the collection of primary data. This research concluded that work stress has significant health consequences and there is less percentage of research about stress in north east and suggests to do research in different fields to develop the corporate sector

(Dr. S. Muthiah, 2014) A study on stress management among insurance employees in Tirunelveli city. The data collection based on both primary and secondary source by conducting survey among insurance employees and books, journals, newspapers, reports and periodicals respectively. To examine the impact and sources of stress and its effects on individual's lifestyle. Population for collection of primary data was 60 employees of insurance company of Tirunelveli city through conducting a survey. From this study, Job satisfaction and productivity were indicated as two areas most affected by work related stress was identified, findings indicates that stress have negative effect on work performance of employees.

(Dr. Partap Singh, 2015) explorative study on work stress among college teachers in a self-financing college. The study was based on primary as well secondary data. The aim of study was to identify the causes and impact of stress on college teachers and techniques they adopt to manage work issues. A total of 120 questionnaires were distributed among 120 teachers of different self -financing colleges in Panipat district of Haryana. The research concludes that stress has become contemporary occupational hazard at various level and there is need to design coping strategies at organisation it can be positive attitude, meditation which can help in making distress into stress for healthy lifestyle as well as organizational well-being.

(K.Thriveni Kumari, 2015) studies the work-life balance of women employee in selected service sector. The research includes both primary data from survey through respondents and secondary data collection from books, journals, magazines and websites. The study aims to examine work-life balance of women employees and analyse various factors affecting work-life balance. The population of data includes women employees in Bangalore city constitute universe for the study. The researcher has drawn 360 women employees working in various sectors like banking, insurance, IT, BPO, health care and education constituting 60 employees from each sector. The conclusion of study is women workforce and their contribution is increasing and efforts should be considered and it is mutual responsibility of employer and employees irrespective of industry to ensure strong work-life balance that can be beneficial to organisation and employees.

(Bharathi T, 2015) A study on job stress and its influence on the productivity among women employees in IT sector. The data used in study was through both primary data by respondents through structured questionnaire and secondary data collected from journals and periodicals. The objective of study was to



know the influence of job stress on productivity among the women employees. The sample size for the study was 92 women employees. The research paper concluded that job stress is inevitable in IT companies and there is a negative correlation between job stress and productivity thus organizations should take up effective stress management programs to help the women employees to overcome job stress and improve productivity.

(R, 2015) research study regarding stress management among the employees of bank. The source of data is primary as well secondary collected through self-structured questionnaire and books, internet websites and journals respectively. Aim of the study was to know level, cause and effects of stress and to analyse the importance of interventional strategies to manage stress among bank employees also to study effectiveness of stress management programme organized by the banks. The size of sample used in study for research purpose was 50. Conclusion of this study was stress can be productive and constructive when it is identified and well-managed and it can be minimized by taking right steps to change the perspective towards stress.

(KDV Prasad, 2015) exploring the cause of stress among employees and its effects on the employee performance at workplace in International Agriculture Research Institute, Hyderabad, Telangana, India through a study. The data was collected from primary source through survey of structured undisguised questionnaire and secondary source was books, websites. The objective was to identify cause of stress and its effects on performance as well to evaluate management competencies for controlling and reducing stress at work and to assess physiological reaction of stress. The data from 200 respondents was used for study. The study observed that stress have negative and medium level of impact on the performance, as well observed that job security, workload, time pressures and physiological factors such as chronic back pain and panic reaction to stress were the dominant cause of medium level stress, thus these issues need to be addressed by management ten principles and strategies can be framed for the same.

(SUMESH.R, 2015) An empirical study on stress management of banking sector employees. The study was conducted by using primary data through questionnaire and direct interview and secondary data from books, websites, and journals. Aim of study was to know about the different stress affecting the employees, identifying situations that causes stress and to identify which stress affects physical health and lifestyle also to find the current stress level of employees. The sample size was 50 employees in Punjab national bank in Palakkad district, Kerala. The conclusion of study was, stress will be different among different workers thus management need to help them accordingly, Stress of the worker can be reduced by cultivating a social climate, proper communication between the worker and superior.

(Chordiya, 2015) stress management with special reference to IT sector. The researcher has used primary data by questionnaire and secondary data from books, magazines, journals, research papers and websites. Objective of this study was to explore stress problems in IT sector, its causes and measures for coping stress and enhancing performance of employee. The research has been taken through sample size of 100 from different IT company. Findings of research where major causes of stress are workload, less career opportunity and job difficulty also, study on stress has revealed that the respondents feel that they are not satisfied with the pay structure & interpersonal relationship.

(Karishma Bhandari, 2015) understanding the impact of gender, age and work experience on satisfaction towards work-life balance with reference to Bank of Baroda, Udaipur. Data collection was done through primary source by closed ended structured questionnaire and secondary source from magazines and internet.

Aim of research was to study impact of gender, age and experience on work-life balance at Bank of Baroda. Simple random sampling technique has been used by considering employees of Bank of Baroda from Udaipur district, the total sample size was 70. The research shows that gender has significant impact on satisfaction towards work-life balance and therefore management need to take steps to change prevailing mindset.

(SHUKLA, 2016) A study on work-life balance on selected working women in urban Satna, Madhya Pradesh. The descriptive type of research was adopted and only primary data was collected for the research purpose. The objectives of study were to examine various work-life balance practices, identifying challenges faced by employees regarding work-life balance and to identifying ways to enhance work-life balance of employees. For collection of data structured type of questionnaire is designed and 50 respondents were selected on the basis of random sampling. the optimum level of stress, distress indicates the disappointment, inadequacy. There is no ideal work life balance, everyone is different and the right balance may alter overtime families grow older and personal commitments change, employers can give flexible working hours or framing policies which can help to reduce the stress of employees.

(Ridhi J. Shah, 2016) An analytical study of stress management in private sector banks in Ahmedabad city. Primary data collection through distribution of questionnaire and secondary data through standard journals, magazines and research papers. The aim of study was and examining the perceived role and contribution of the organization on stress management and methods to reduce the same. The research design was explorative and descriptive in nature, size of sample was 220. They concluded that some degree of stress reflects into health problems to employees, also has significant psychological and relationship problems, while many employees manage to solve their stress problems but some might stick and that may show impact on their performance thus, these problems need to be addressed and solution should be given for the same.

(Asma Zaheer, 2016) A study of female faculties of central universities regarding occupational respondents which were randomly selected female faculty from university. The aim of research paper was to investigate the level of Occupational Stress, level of work-life balance among female faculties. The sample size selected was 120 respondents. The results of the study reveal that there is a moderate level of occupational stress among the female faculty and there is strong positive relationship between occupational stress and work life imbalance of female faculty in central universities of Delhi.

(Niti Sharma, 2017) A study on stress management in education sector. The data for research was collected by both methods primary data through questionnaire and secondary data from books, journal, research papers and internet. The objective of study was to examine effects of stress on teachers of college, identifying techniques adopted by individual for managing stress and various causes and effects of stress on teachers of colleges. The sample size for the research was 50 teachers from two colleges, study was conducted by convenience sampling method. According to the study Stress in education sector is mostly due to high work load, job insecurity and work life imbalance thus organisation should take roles that help them to balance work and family the outcomes of these can be sadness, depression, job dissatisfaction etc, this can result in reduction of productivity in work performance.

(K. Saravanan, 2017) studied on stress management among employees in nationalised bank in Trichy city. The study was based on both primary data and secondary data from books, journals, newspapers, periodicals, reports and internet. The objective of research was to identify measures of stress management of employees in bank. A sample of 100 bank employees was taken for the study, selected by using simple random sampling method. This study analysed that the bank employees faced stress in their working area due to their work pressure and inter personal conflicts, this study revealed that there is no significant difference among the various areas of living of the bank employees with regard to the level of stress management also

there is no significant relationship between the age of the respondents and stress management, there is no significant relationship between the age of the respondents and monthly income with stress management.

(Dr.J.Mohamed Ali, 2017) study to examine job stress among private hospitals employees in Theni district. The primary data was collected by sample survey and secondary data from research publications, standard journals and periodicals, books and websites. The aim of study was to analyse the level of occupational stress, cause of stress among the private hospital employees in Theni District, to study the methods and techniques applied for stress of the hospital's employees. Here 100 staff members of private hospitals employees were randomly selected for the study, stratified random sampling technique was used for this study. Findings of the study says that major causes of stress among the employees are excess of work load and stress due to technological problems also lot of employee complaint came through respondents that they were unable to balance both the personal and professional fronts successfully, to resolve this meditation practices, positive environment culture should be developed.

(Muthulakshmi, 2018) studied work-life balance among the teaching professionals of arts and colleges in Tuticorin district. The data required for study was collected by primary source from teaching professionals through questionnaire and secondary source by journals, books, magazines and websites. The main aim of the study was to analyse the relationship between gender, relationship between marital status of the respondents and level of attitude towards the strategy to improve Work life Balance at work place and identify the factors influencing Work life Balance. Totally 150 samples were collected directly from teaching professionals by well-structured questionnaire. Concluding the research, the societal developments have greatly increased the complexities of the interface between work and life roles especially in case of educational institutions thus it should therefore be pointed out by management that more attention could be devoted to this area.

(Dr.K.Premkumar, 2018) conducted explorative study on stress management and coping strategies with reference to IT company in Tamandu. The study was based on primary data through survey method. The objective of research is to study the level of stress among IT employees and to identify stress coping strategies at organizational level. The sample size for survey was 200, respondents were professionals from lower and middle level in industry. Organisations should frame coping strategies to reduce the diverse effects of stress as IT sector needs to be addressed for this problem without any delay, stress counselling programs or spiritual programs can help to reduce stress problems.

(Indu Gautam, 2018) study on work-life balance and overview or its challenges and solution for the same. The data collected from two sources primary and secondary through questionnaire and websites, magazines, books, dailies, and research reports, national and international journals, related to the subject understudy respectively. The aim of research was to study the relationship between work-life balance and various demographic variables, to study the influence of work-life balance on the family life of the employees as well to study the impact of compensation factors on the work-life balance of employees. The descriptive survey research was undertaken, random sampling of 114 respondents from manufacturing units located in Dehradun and Haridwar districts of Uttarakhand state. The research reflects that the employee-driven solutions for balancing work-life will help organization to design and implement work-life balance policies, it will help to reduce overtime, stress, and workloads on the work front and increase flexibility and family and leisure time on domestic front. Organisations needs to take the challenge of work-life balance as it affects their professional success and personal well-being. Welfare of employees and their satisfaction should be the topmost priority of the organizations.

(Mrs. Shameem Mohammed Javed Memon, 2018) A study on work-life balance among married women in the banking sector in salcete, Goa. The primary data was collected by using questionnaire included various questions about personal details of the respondents, general opinion towards personal and professional life,



stress faced, stress related health problems and methods adopted to reduce stress, sources of support and factors that hinder work-life balance, etc and Secondary data is collected from journals and research articles and internet. The objective of study was to gain an insight into the lives of married women working in the banking sector then to identify factors contributing to stress also to know sources of support and hindrances to work-life balance. The sample consisted of 40 married women employees working in various public sector banks of Salcete Taluka of Goa, sample was selected by using convenient sampling method. The findings show a large majority of married working women working in public sector banks salcete, Goa are able to balance their work and personal life effectively and noticed that majority of the respondents were living in nuclear families and received maximum support from not only their spouse but also from their relatives, the study also concludes that majority of the respondents faced highest stress from work overload, child care and taking care of elderly parents.

(S. John Kaviarasua, 2018) the study was undertaken to know management initiatives in electromagnetic flux industries private limited, Chennai. Primary data of the study were collected from the respondents by the structured questionnaire method and secondary source of information was obtained from journals, text books and company websites, and different websites. Objective of study were to identify how employees reduce their stress in workplace, study the stress coping methods practiced by the employees as well to give constructive suggestions to the management on minimising of stress. Quantitative study and descriptive research design were adopted while there were two categories of respondents namely Managers and Employees of different departments, Therefore the sampling size for the research was 75. The study revealed that employees differ in their stress levels based on their departments, age and gender, also concluded that there are signs of stress due to over work load among the female employees and such stress is affecting their personal and work life, stress is higher when changes are like transfer or adaption of new technology, but this can be reduced through conducting some empowerment events.

(B. Girimurugan, 2016) An explorative study on employee stress management with special reference to ammarun foundries, Coimbatore. The primary data for study was collected by means of questionnaires and interview method from employees of Ammatun foundries and secondary data has been collected from various public sources, Books, journals and various website. The aim of research was to identify the factors that causes stress among employees as well suggest measures to reduce stress among employees. The sampling technique used in this study was simple random sampling method, total 50 employees were selected as respondent from Ammatun foundries. The research reflects the data which depicts that there are chances of higher turnover due to stress and also shows avoidance to communication gap reduces stress among employees which can enhance the performance of employees of organisation.

# **CHAPTER 3**

## **RESEARCH METHODOLOGY**

## RESEARCH STATEMENT:

Work stress is the real phenomenon and it is associated with job satisfaction level of a worker in any place. In case of textile industries there are many factors associated with organizational stress among the employees are their over work load, working condition, shift work, relationship between managers and employees, relationship between colleagues and employees, society and family members. From this point of view the employees in textiles facing a work stress in the organizations, it makes the employees ineffective and inefficient in their functional roles. Hence present study is undertaken in the study area.

## RESEARCH OBJECTIVES:

### Primary objectives:

- To study the level of stress among the employees of Fabcurate Private Limited.
- To identify the causes of stress in organisation.
- To analyse the work-life balance prevailing in the organisation among employees.

### Secondary objectives:

- To recognise the impact of stress management in organisation.
- Identifying practices adopted to reduce stress and provide a healthy work-life balance in organisation.

## RESEARCH DESIGN:

Research design used in the study of stress management and work-life balance at Fabcurate Private Limited is Descriptive Research to describe characteristics of a population or phenomenon being studied. It does not answer questions about how/when/why the characteristics occurred. Rather it addresses the "what" question. The characteristics used to describe the situation or population are usually some kinds of categorical scheme also known as descriptive categories.

## SAMPLING METHOD:

Simple random sampling method is used in the project.



**SAMPLE SIZE:**

To receive the required result 50 respondents from company was chosen as sample size.

**POPULATION:**

There is total 70 employees in Fabcurate Private Limited.

**TOOLS AND TECHNIQUES:**

Survey (Questionnaire) method is used.

**RESEARCH LIMITATIONS:**

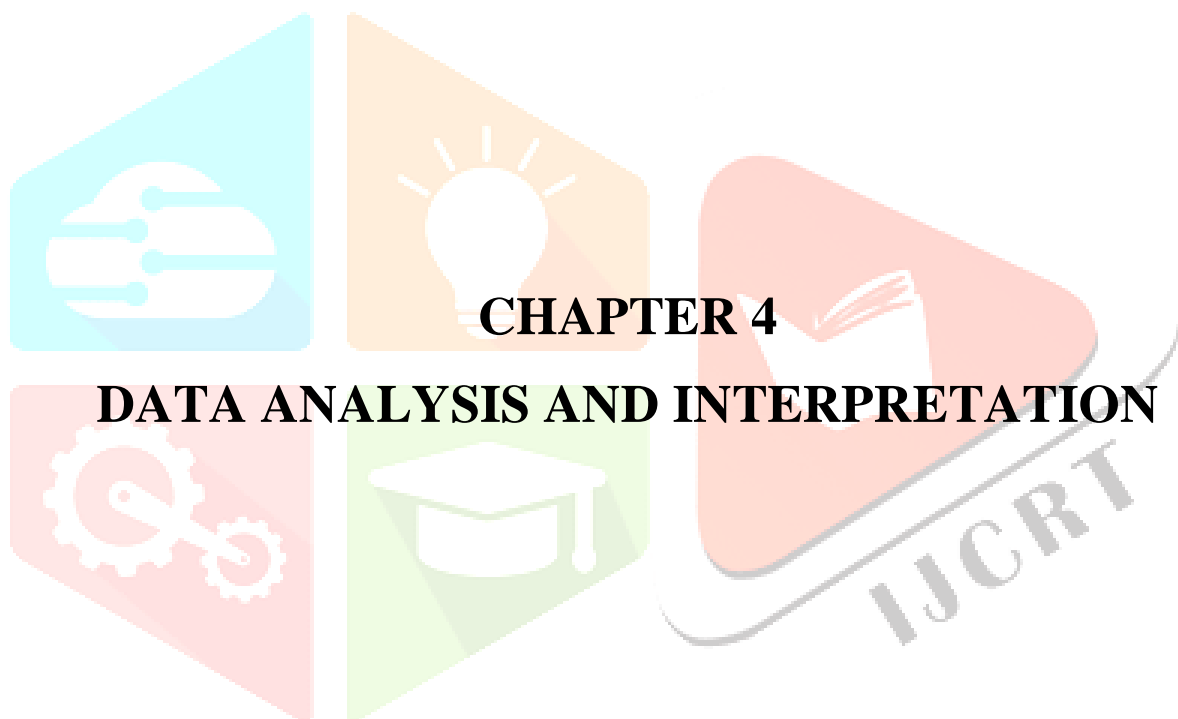
- Duration of internship method.
- Validity & Reliability of the data obtained depends on the responses.

**DATA COLLECTION****A. Primary source:**

In this research study, survey is primary sources of data collection. To understand the level and impact of stress and prevailing work-life balance among the employees of Fabcurate Private Limited.

**B. Secondary source:**

Secondary sources are company's website, other related websites and books.

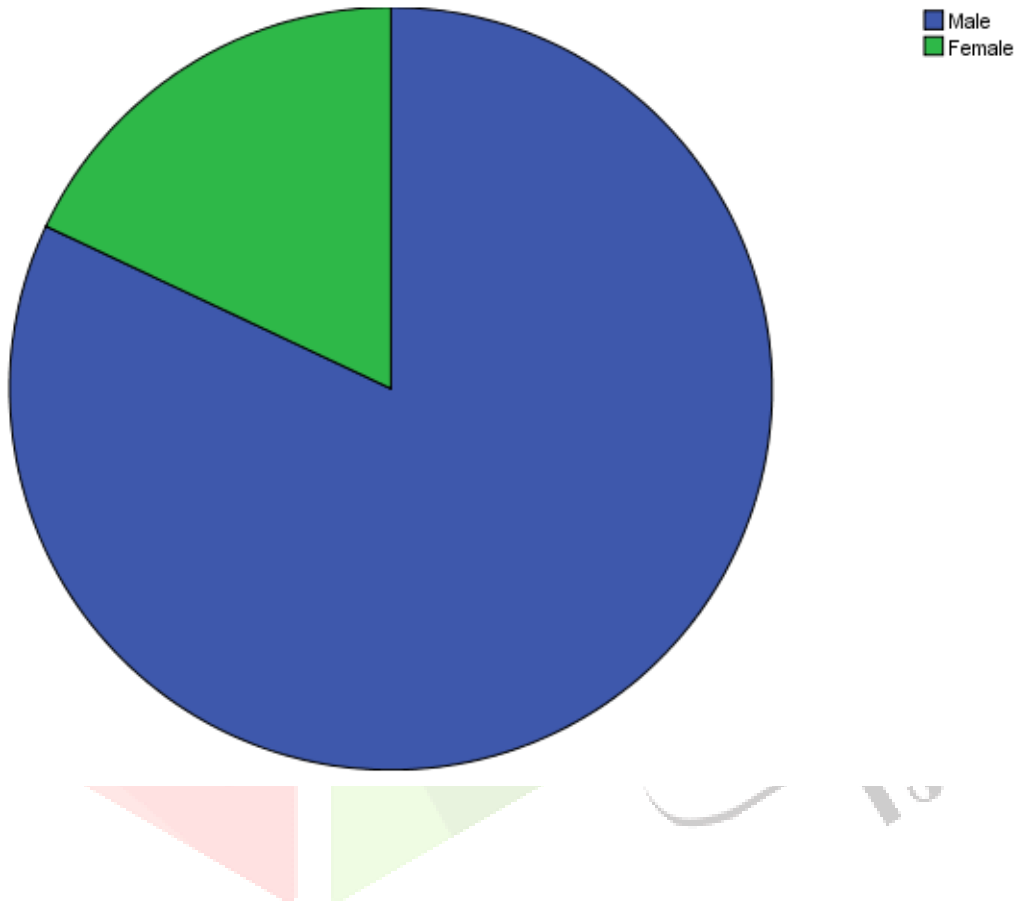


- **Gender of Respondent:**

**Gender**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid Male | 41        | 82.0    | 82.0          | 82.0               |
| Female     | 9         | 18.0    | 18.0          | 100.0              |
| Total      | 50        | 100.0   | 100.0         |                    |

**Gender**



**Interpretation:**

The given chart and table represent that, out of 50 respondents, 82 % of the respondents are male and 18% of the respondents are female.

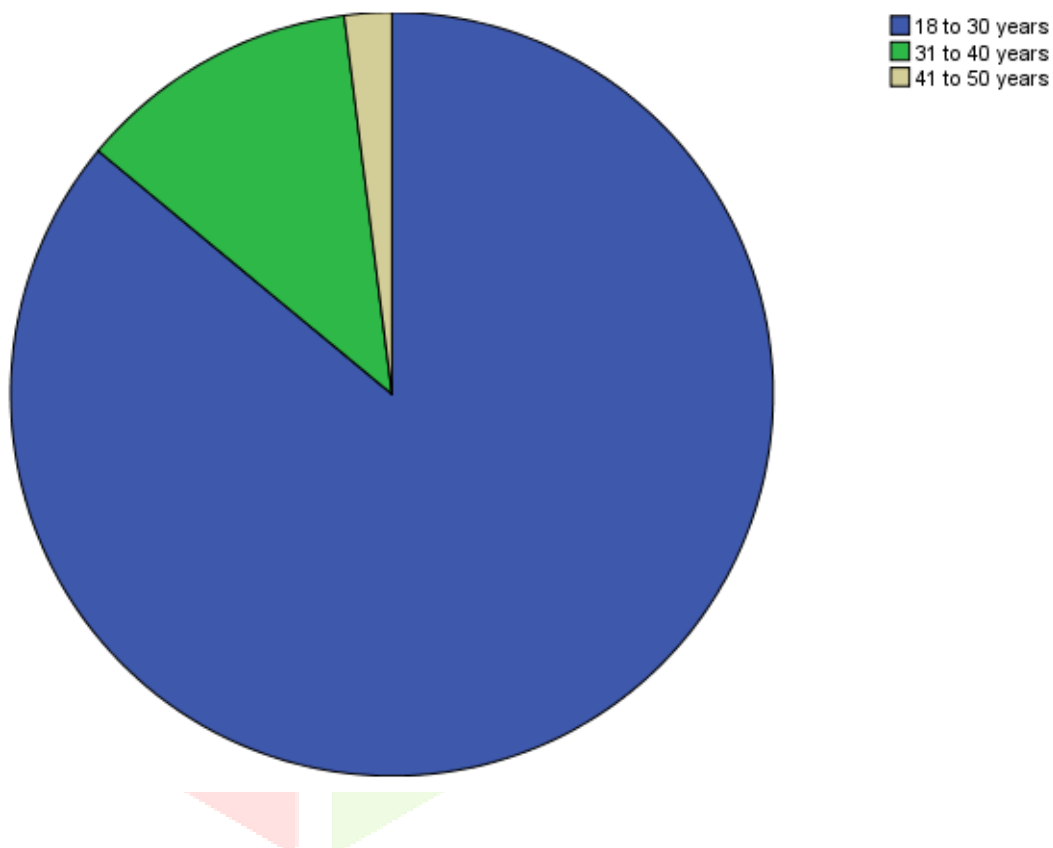
- **Age of Respondent:**



## Age

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid 18 to 30 years | 43        | 86.0    | 86.0          | 86.0               |
| 31 to 40 years       | 6         | 12.0    | 12.0          | 98.0               |
| 41 to 50 years       | 1         | 2.0     | 2.0           | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

## Age

**Interpretation:**

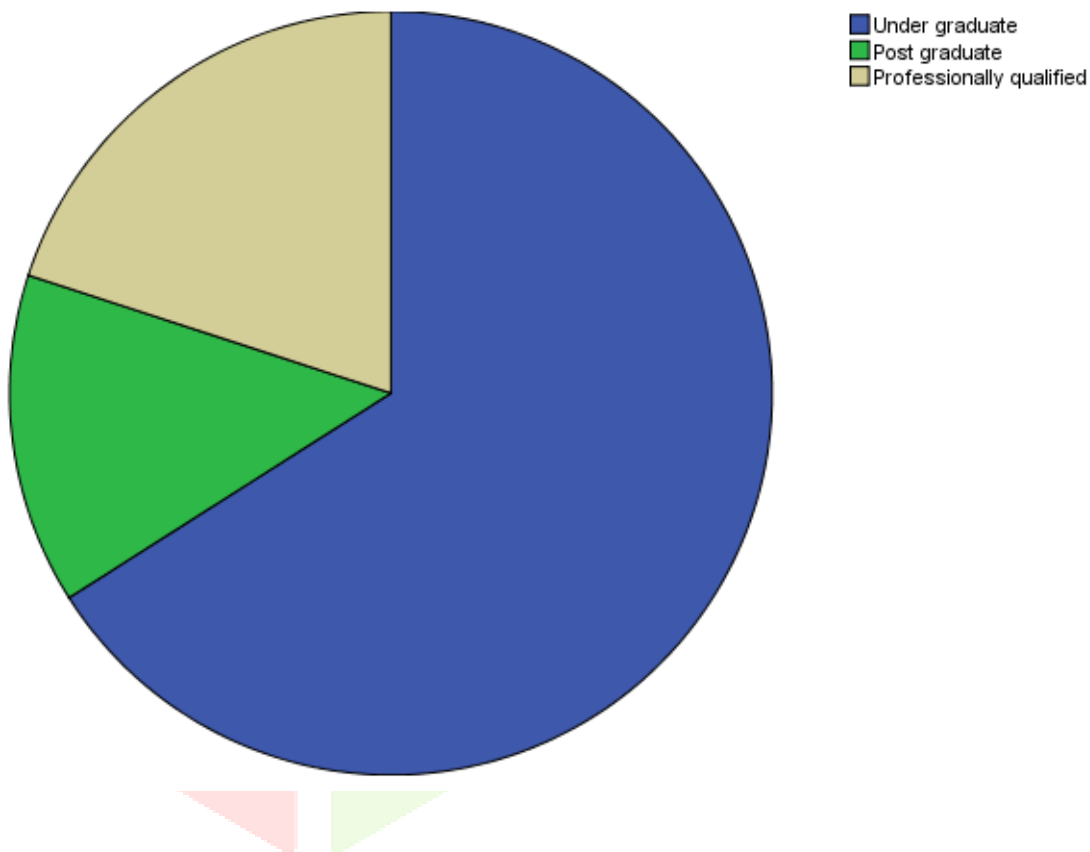
From the above chart and table respectively in age wise, 86 % of the respondent belongs to the age above 18 to 30 year, 12% of the respondent belongs to the age group of between 31 to 40 year, while remaining 2% of the respondent belongs to the age group of between 41 to 50 years and there is no employee in organisation above 50 age

- **Education Qualification:**

### Education Qualification

|                          | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------------|-----------|---------|---------------|--------------------|
| Valid Under graduate     | 33        | 66.0    | 66.0          | 66.0               |
| Post graduate            | 7         | 14.0    | 14.0          | 80.0               |
| Professionally qualified | 10        | 20.0    | 20.0          | 100.0              |
| Total                    | 50        | 100.0   | 100.0         |                    |

educationqualification



**Interpretation:**

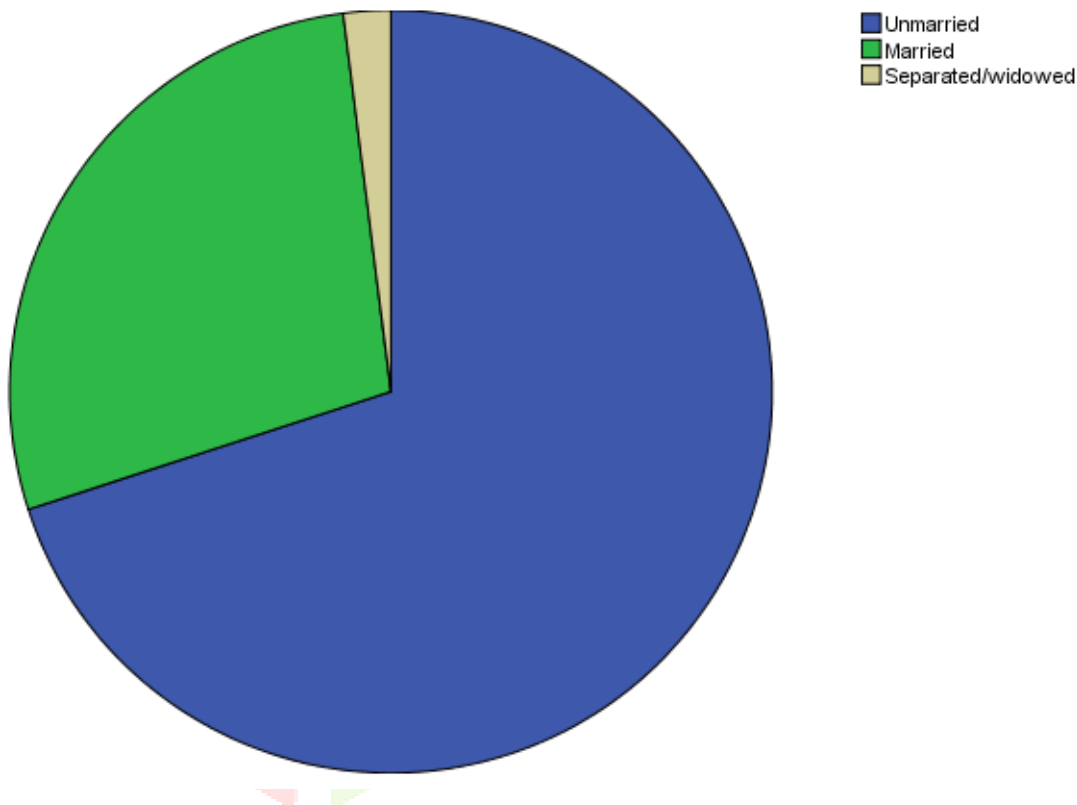
From the above chart and table respectively in Education Qualification of respondents are, 66% are Under Graduates, 14% of the respondent falls under Post Graduate category, while remaining 20% are Professionally Qualified.

- **Marital Status:**

**Marital Status**

|                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Valid Unmarried   | 35        | 70.0    | 70.0          | 70.0               |
| Married           | 14        | 28.0    | 28.0          | 98.0               |
| Separated/widowed | 1         | 2.0     | 2.0           | 100.0              |
| Total             | 50        | 100.0   | 100.0         |                    |

**Maritalstatus**



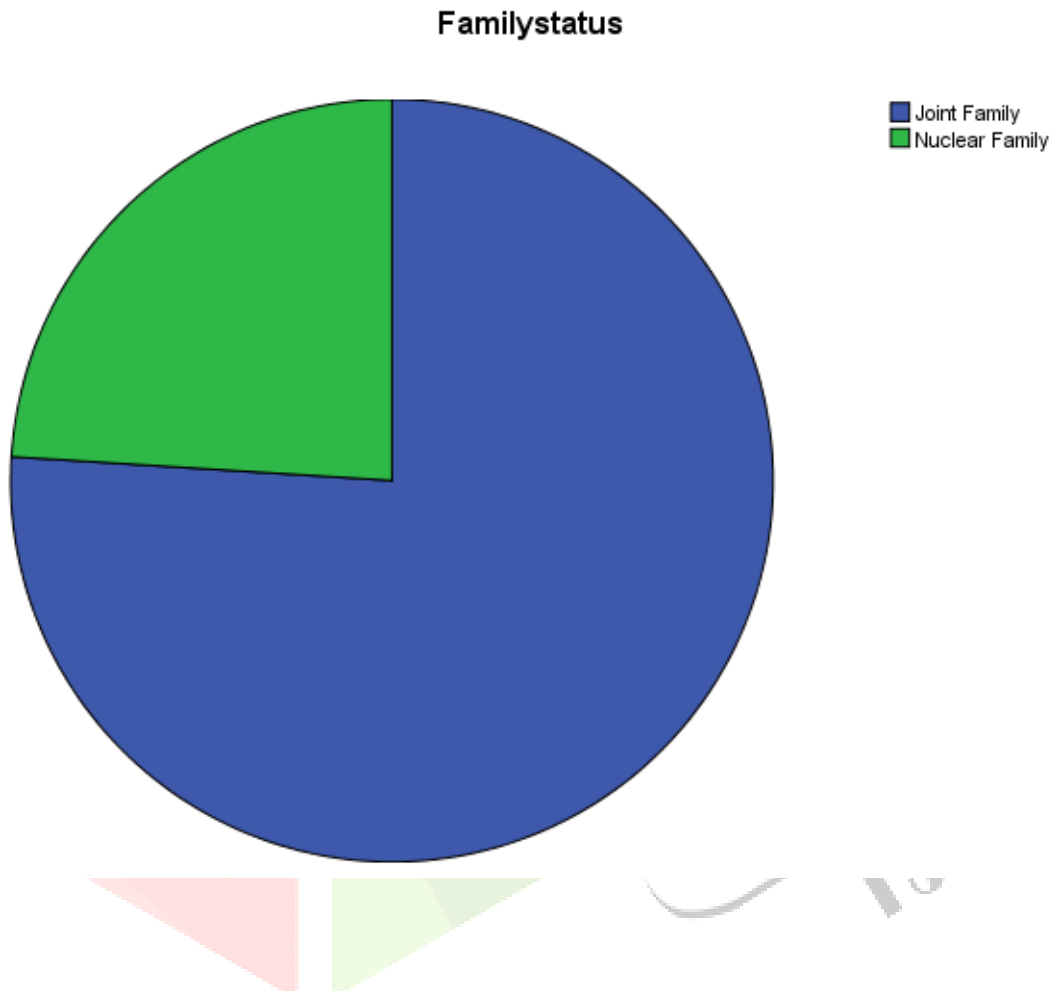
**Interpretation:**

From the above chart and table respectively in Marital Status out of 50 respondents are, 70% are Unmarried, 28% of the respondent are Married, while remaining 2% belongs to separated/widow category.

- **Family Status:**

### Family Status

|                    | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Joint Family | 38        | 76.0    | 76.0          | 76.0               |
| Nuclear Family     | 12        | 24.0    | 24.0          | 100.0              |
| Total              | 50        | 100.0   | 100.0         |                    |



#### Interpretation:

From the above chart and table respectively Family Status wise out of 50 respondents, 76% respondents belong to Joint Family and other 24% of respondents belongs to Nuclear Family.

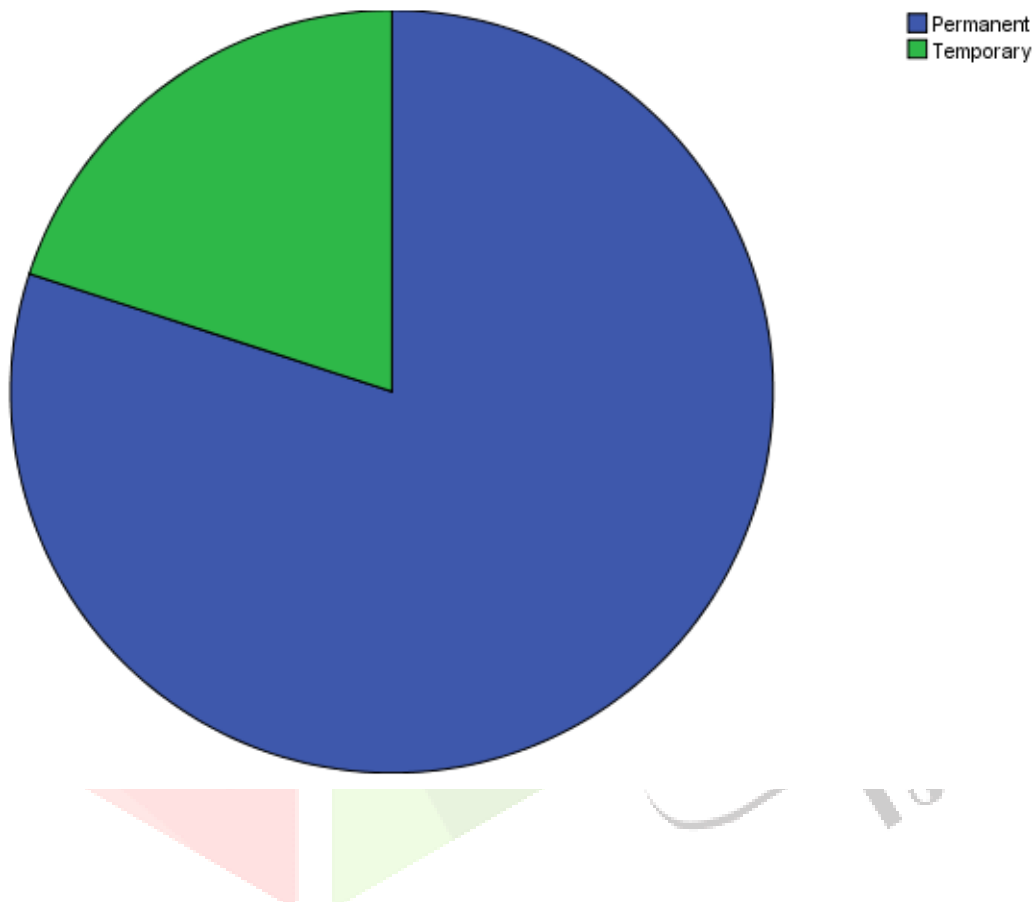
- **Nature of Employment:**



### Nature of Employment

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Permanent | 40        | 80.0    | 80.0          | 80.0               |
| Temporary       | 10        | 20.0    | 20.0          | 100.0              |
| Total           | 50        | 100.0   | 100.0         |                    |

Natureofemployment



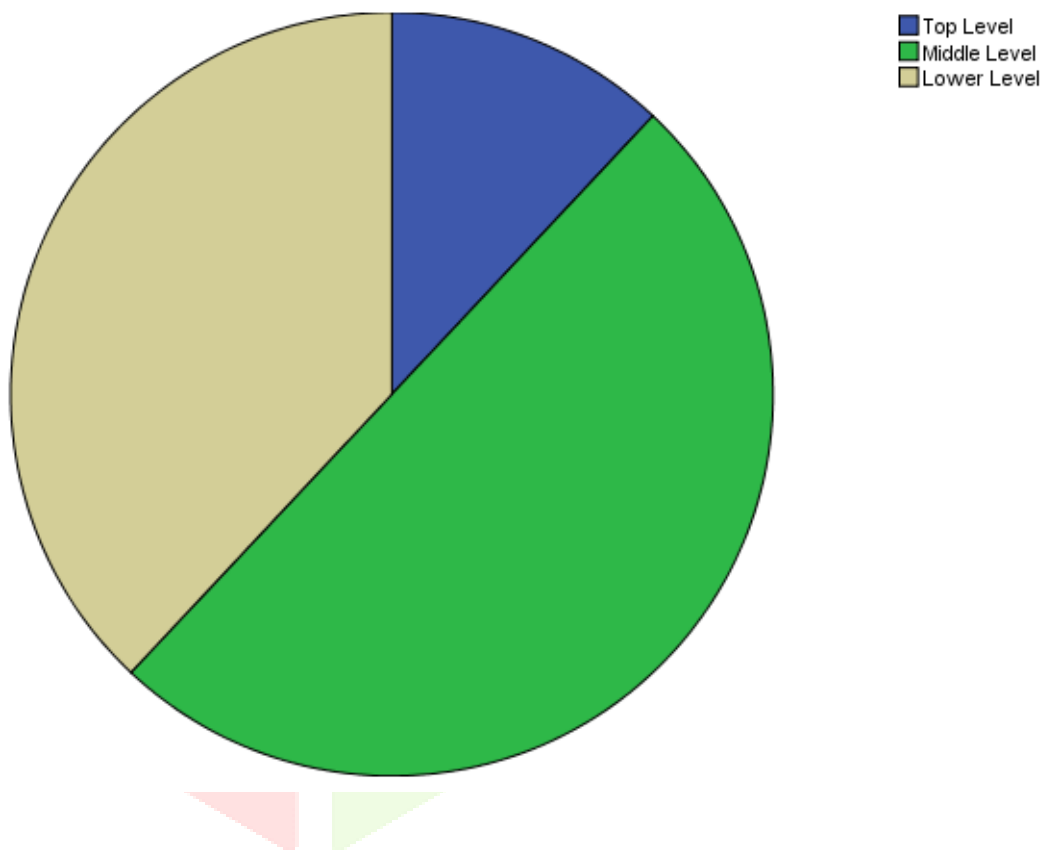
### Interpretation:

The above chart and table show Nature of Employment 80% respondents have permanent employment and 20% of respondents are temporarily employed.

- **Job Position:**

**Job Position**

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Top Level | 6         | 12.0    | 12.0          | 12.0               |
| Middle Level    | 25        | 50.0    | 50.0          | 62.0               |
| Lower Level     | 19        | 38.0    | 38.0          | 100.0              |
| Total           | 50        | 100.0   | 100.0         |                    |

**Jobposition****Interpretation:**

The above chart and table represent that 12% of respondents belongs to Top Level, 50% to Middle Level and remaining 38% of respondents to Lower Level of the company.

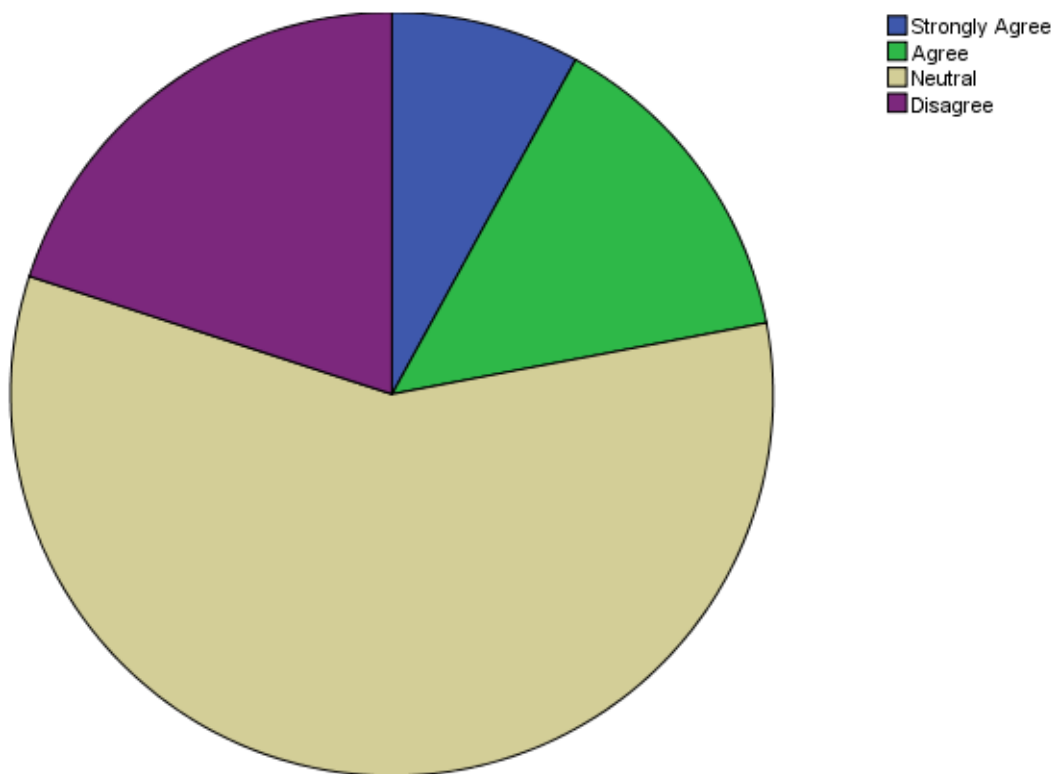
**A study on Stress Management and Work-life Balance.**

1. You frequently face very heavy workload.

**You frequently face very heavy workload.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 4         | 8.0     | 8.0           | 8.0                |
| Agree                | 7         | 14.0    | 14.0          | 22.0               |
| Neutral              | 29        | 58.0    | 58.0          | 80.0               |
| Disagree             | 10        | 20.0    | 20.0          | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**You frequently face very heavy workload.**



**Interpretation:**

From the above table, we can say that only 8% strongly agree and 22% of employees agree that they face heavy workload frequently only in period of sale while, 58% of employees feel neutral regarding facing workload while remaining 20% disagree for the same.

### One-Sample Test

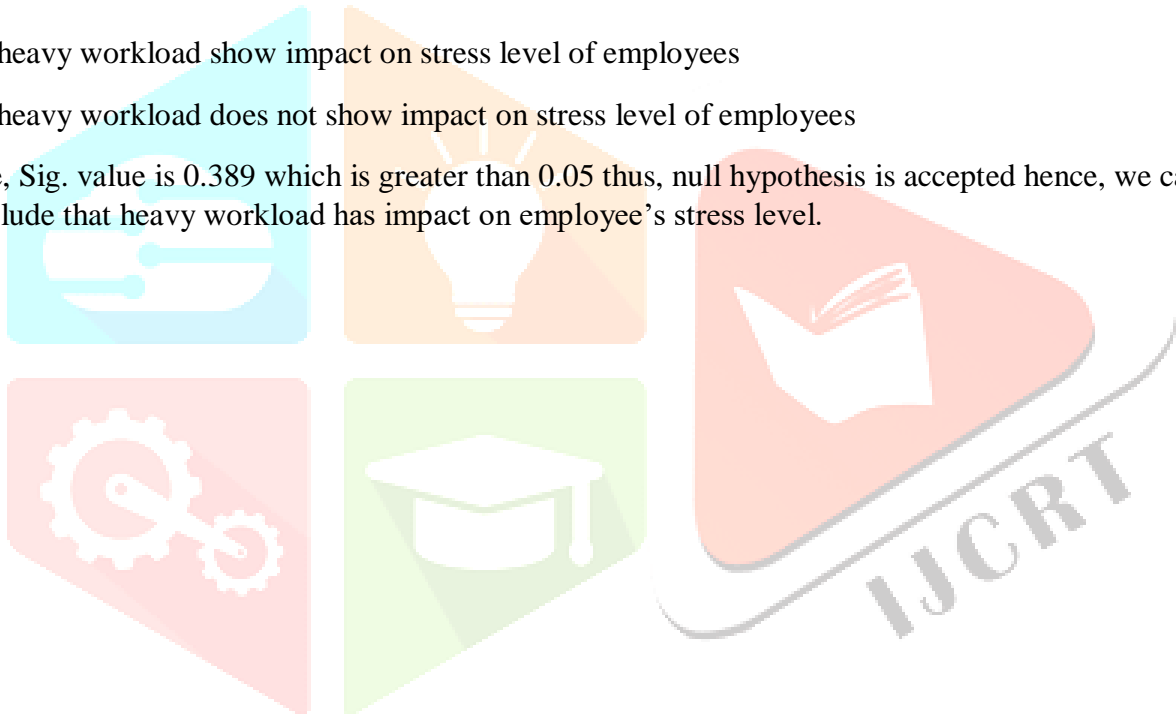
|  | Test Value = 3 |    |                 |                 |   |       |
|--|----------------|----|-----------------|-----------------|---|-------|
|  | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|  |                |    |                 |                 | Lower                                     | Upper |
| You frequently face very heavy workload. | -.868          | 49 | .389            | -.10000         | -.3315                                    | .1315 |

#### Interpretation:

H0: heavy workload show impact on stress level of employees

H1: heavy workload does not show impact on stress level of employees

Here, Sig. value is 0.389 which is greater than 0.05 thus, null hypothesis is accepted hence, we can conclude that heavy workload has impact on employee's stress level.

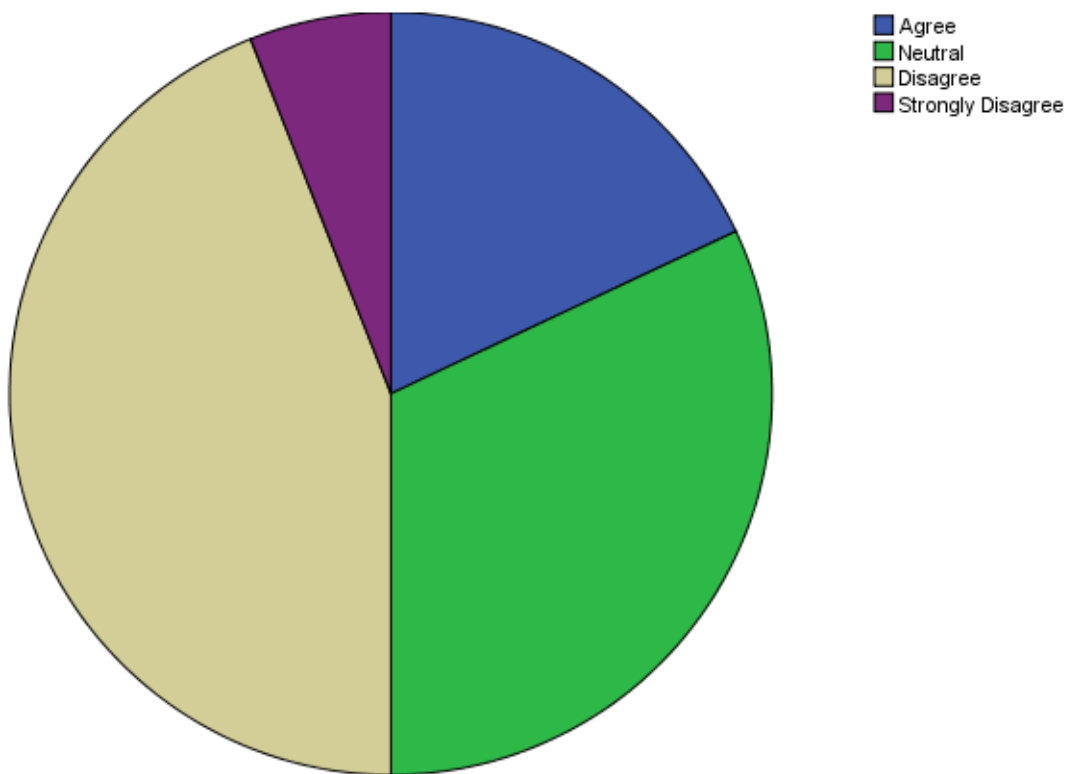


2. You have problems in meeting deadlines of work.

**You have problems in meeting deadlines of work.**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Agree             | 9         | 18.0    | 18.0          | 18.0               |
|       | Neutral           | 16        | 32.0    | 32.0          | 50.0               |
|       | Disagree          | 22        | 44.0    | 44.0          | 94.0               |
|       | Strongly Disagree | 3         | 6.0     | 6.0           | 100.0              |
| Total |                   | 50        | 100.0   | 100.0         |                    |

**You have problems in meeting deadlines of work.**



**Interpretation:**

The presented table and chart show that, 18% of employees agree for having problems in meeting deadlines, while 32% are neutral and rest of 50% employees disagree that they have problems in meeting deadlines of work.



## One-Sample Test

|   | Test Value = 3 |    |                 |                 |   |       |
|---|----------------|----|-----------------|-----------------|---|-------|
|   | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|   |                |    |                 |                 | Lower                                     | Upper |
| You have problems in meeting deadlines of work. | 3.144          | 49 | .003            | .38000          | .1371                                     | .6229 |

**Interpretation:**

H0: facing problems in meeting deadline pressures the stress among employees.

H1: facing problems in meeting deadline do not pressures the stress among employees.

Here, Sig. value is 0.003 which is lower than 0.05 therefore, null hypothesis is rejected, which means that employees of company are able to meet deadlines and do not show its effects on stress.

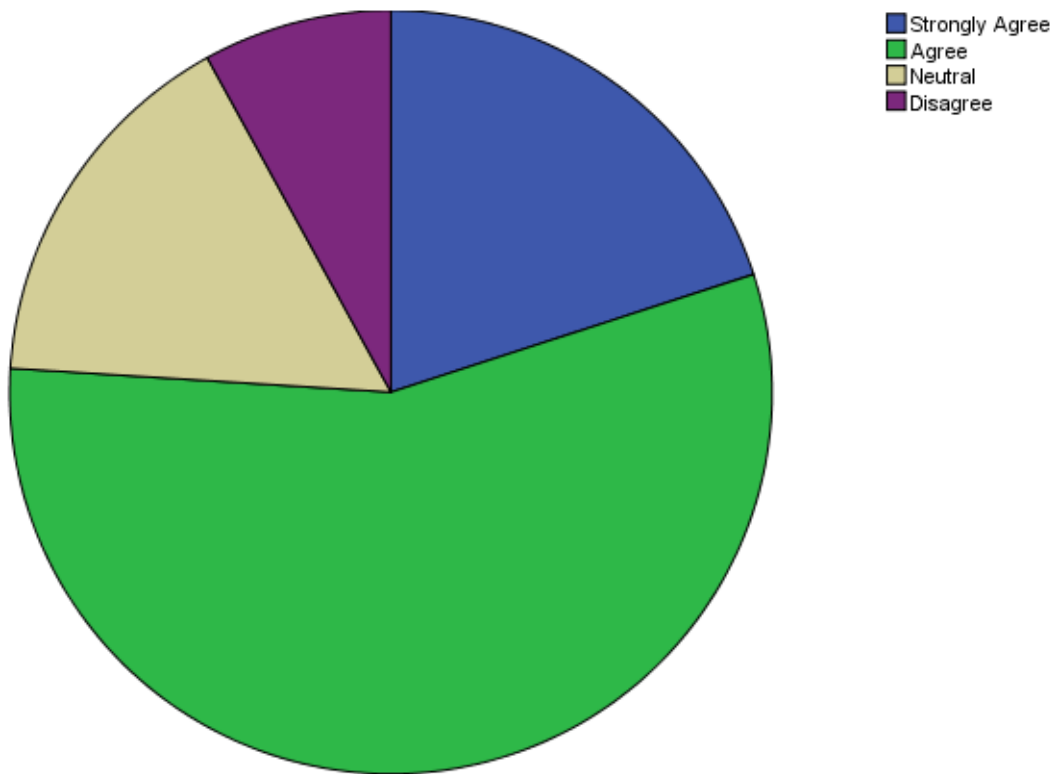


3. You are able to plan your own work.

**You are able to plan your own work.**

|       |                | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 10        | 20.0    | 20.0          | 20.0               |
|       | Agree          | 28        | 56.0    | 56.0          | 76.0               |
|       | Neutral        | 8         | 16.0    | 16.0          | 92.0               |
|       | Disagree       | 4         | 8.0     | 8.0           | 100.0              |
|       | Total          | 50        | 100.0   | 100.0         |                    |

**You are able to plan your own work.**



**Interpretation:**

The above table and chart show that, 20% and 56% of employees strongly agree and agree respectively that they can plan their own work, while 16% are neutral and on other hand there are 8% of respondent employees feel that they are not able to plan their own work.

### One-Sample Test

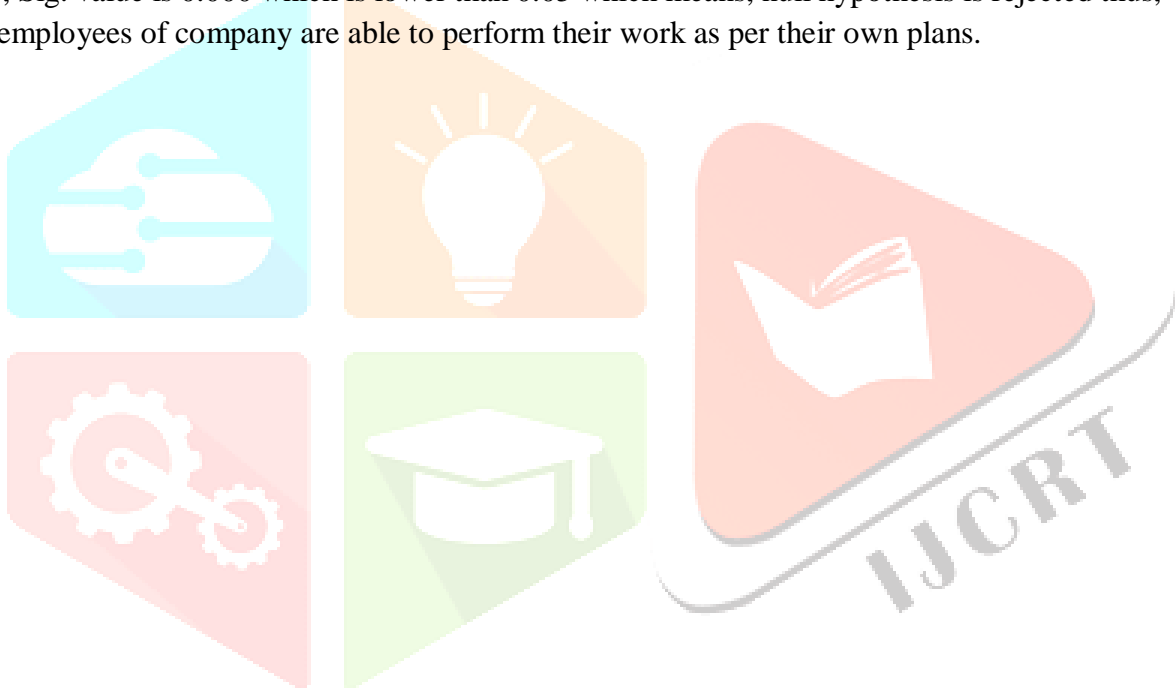
|                                     | Test Value = 3 |    |                 |                 |   |        |
|-------------------------------------|----------------|----|-----------------|-----------------|---|--------|
|                                     | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |        |
|                                     |                |    |                 |                 | Lower                                     | Upper  |
| You are able to plan your own work. | -7.550         | 49 | .000            | -.88000         | -1.1142                                   | -.6458 |

### Interpretation:

H0: employees are not able to plan their own work which leads to distress.

H1: employees are able to plan their own work.

Here, Sig. value is 0.000 which is lower than 0.05 which means, null hypothesis is rejected thus, we can say that employees of company are able to perform their work as per their own plans.

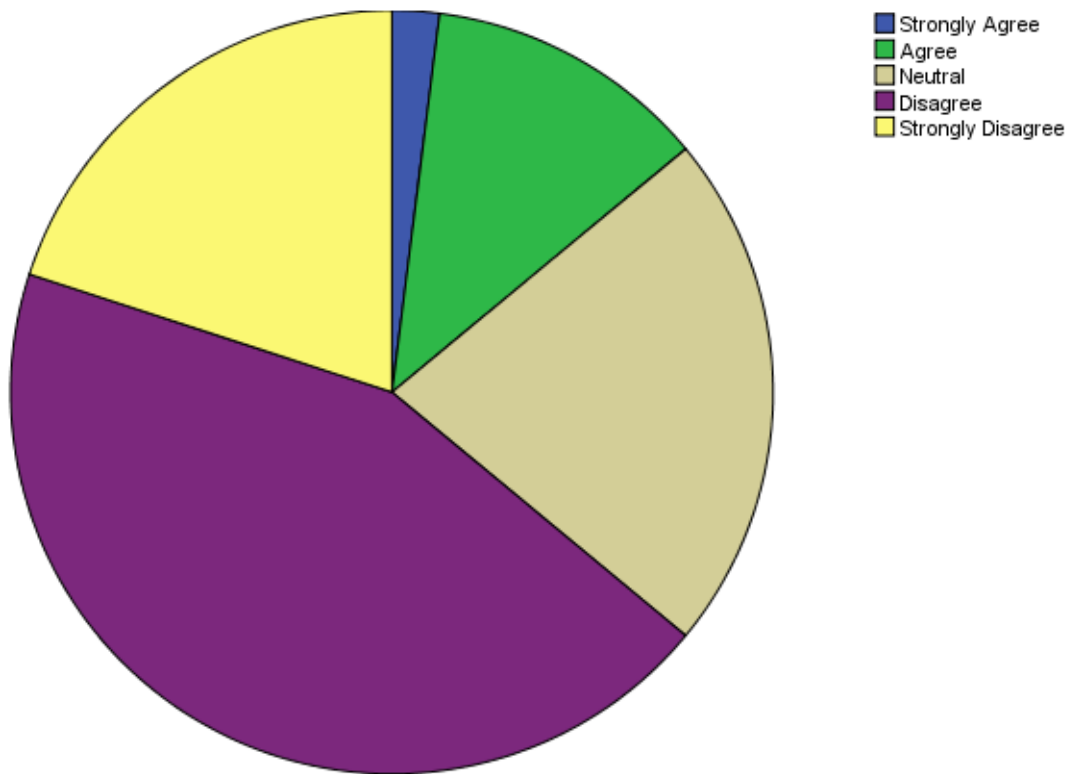


4. You feel nervous or stressed in working hours.

**You feel nervous or stressed in working hours.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 1         | 2.0     | 2.0           | 2.0                |
| Agree                | 6         | 12.0    | 12.0          | 14.0               |
| Neutral              | 11        | 22.0    | 22.0          | 36.0               |
| Disagree             | 22        | 44.0    | 44.0          | 80.0               |
| Strongly Disagree    | 10        | 20.0    | 20.0          | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**You feel nervous or stressed in working hours.**



**Interpretation:**

From above table and chart, we can interpret that overall, 14% of employees agree that they feel nervous or stressed in working hours, while 22% are neutral where rest of 44% and 20% strongly disagree and disagree respectively about feeling nervous or stressed in workplace.

## One-Sample Test

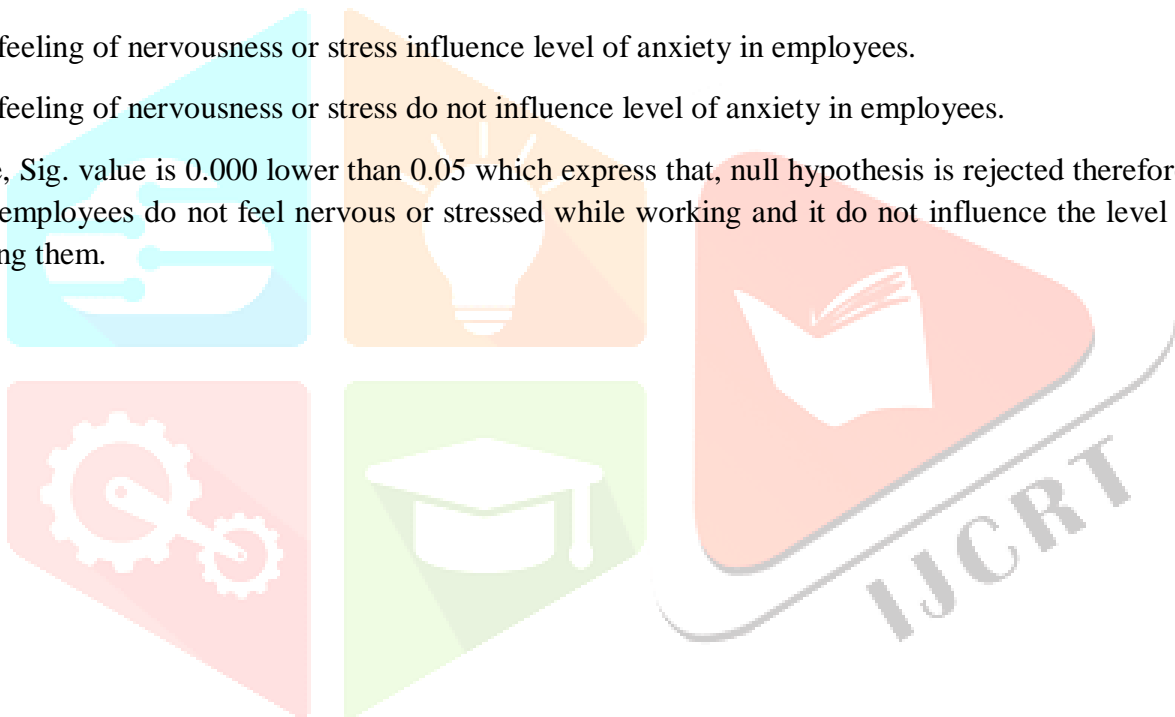
|  | Test Value = 3 |    |                 |                 |   |       |
|--|----------------|----|-----------------|-----------------|---|-------|
|  | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|  |                |    |                 |                 | Lower                                     | Upper |
| You feel nervous or stressed in working hours. | 4.814          | 49 | .000            | .68000          | .3962                                     | .9638 |

**Interpretation:**

H0: feeling of nervousness or stress influence level of anxiety in employees.

H1: feeling of nervousness or stress do not influence level of anxiety in employees.

Here, Sig. value is 0.000 lower than 0.05 which express that, null hypothesis is rejected therefore, clarifies that employees do not feel nervous or stressed while working and it do not influence the level of anxiety among them.



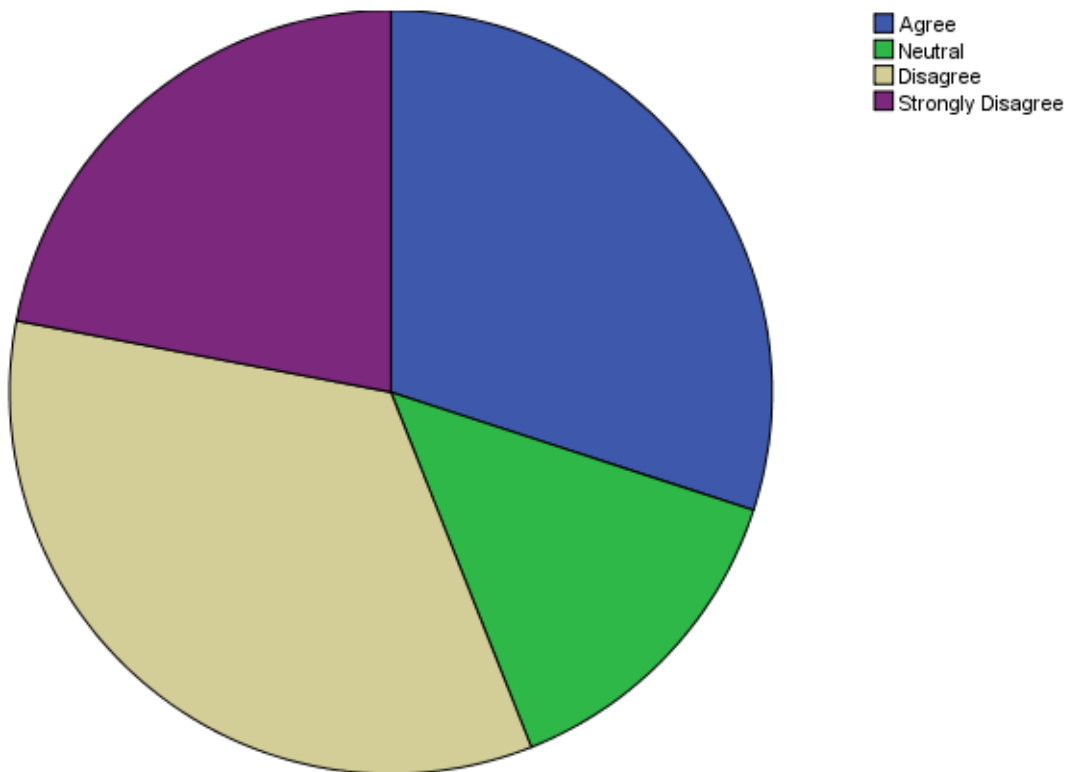
5. You suffer from headaches, anxiety, backache or neckache.



**You suffer from headaches, anxiety, backache or neckache.**

|                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Valid Agree       | 15        | 30.0    | 30.0          | 30.0               |
| Neutral           | 7         | 14.0    | 14.0          | 44.0               |
| Disagree          | 17        | 34.0    | 34.0          | 78.0               |
| Strongly Disagree | 11        | 22.0    | 22.0          | 100.0              |
| Total             | 50        | 100.0   | 100.0         |                    |

**You suffer from headaches, anxiety, backache or neckache.**



**Interpretation:**

From above table and chart, we can recognize that, 30% of employees strongly agree while 14% are neutral over the statement that they suffer from headaches, anxiety, backache or neckache, and rest of 56% disagree. Thus, we can conclude that majorly employees do not have any physical stress in working hours at workplace.

## One-Sample Test

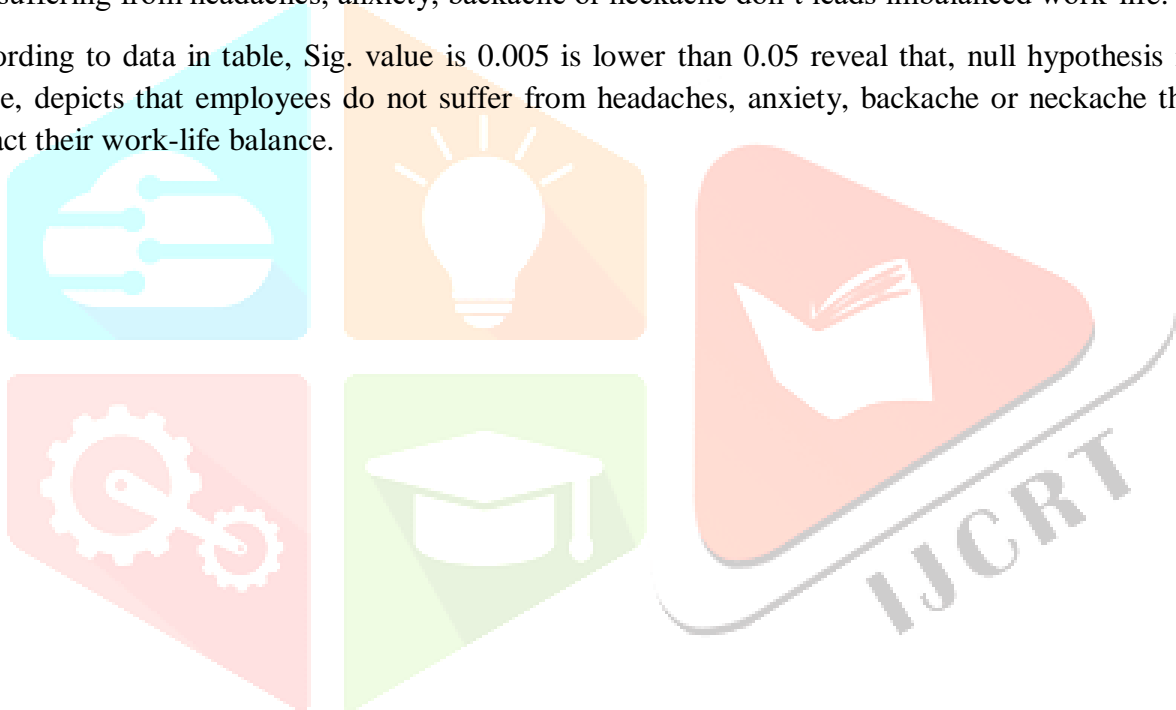
|   | Test Value = 3 |    |                 |                 |   |       |
|---|----------------|----|-----------------|-----------------|---|-------|
|   | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|   |                |    |                 |                 | Lower                                     | Upper |
| You suffer from headaches, anxiety, backache or neckache. | 2.959          | 49 | .005            | .48000          | .1540                                     | .8060 |

**Interpretation:**

H0: suffering from headaches, anxiety, backache or neckache leads imbalanced work-life.

H1: suffering from headaches, anxiety, backache or neckache don't leads imbalanced work-life.

According to data in table, Sig. value is 0.005 is lower than 0.05 reveal that, null hypothesis is rejected hence, depicts that employees do not suffer from headaches, anxiety, backache or neckache thus do not impact their work-life balance.

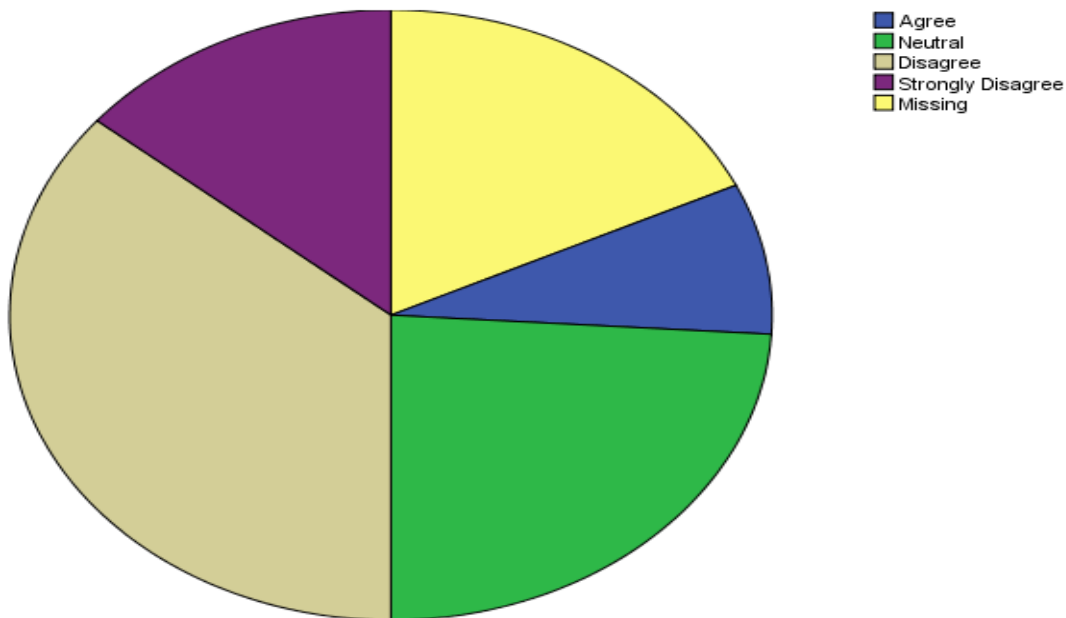


6. You find rotational shift-work (day-night) as a cause of stress. (if working under rotational shifts in company)

**You find rotational shift-work (day-night) as a cause of stress. (if working under rotational shifts in company)**

|         |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid   | Agree             | 4         | 8.0     | 9.8           | 9.8                |
|         | Neutral           | 12        | 24.0    | 29.3          | 39.0               |
|         | Disagree          | 18        | 36.0    | 43.9          | 82.9               |
|         | Strongly Disagree | 7         | 14.0    | 17.1          | 100.0              |
|         | Total             | 41        | 82.0    | 100.0         |                    |
| Missing | System            | 9         | 18.0    |               |                    |
| Total   |                   | 50        | 100.0   |               |                    |

**You find rotational shift-work (day-night) as a cause of stress.(if working under rotational shifts in company)**



**Interpretation:**

The above table and chart represent responses of those employees who works in day-night shift thus there are 41 responses from which, 9.8% agree, 29.3% feels neutral and remaining 43% and 17% disagree and strongly disagree respectively about cause of stress as day-night shift of work.

## One-Sample Test

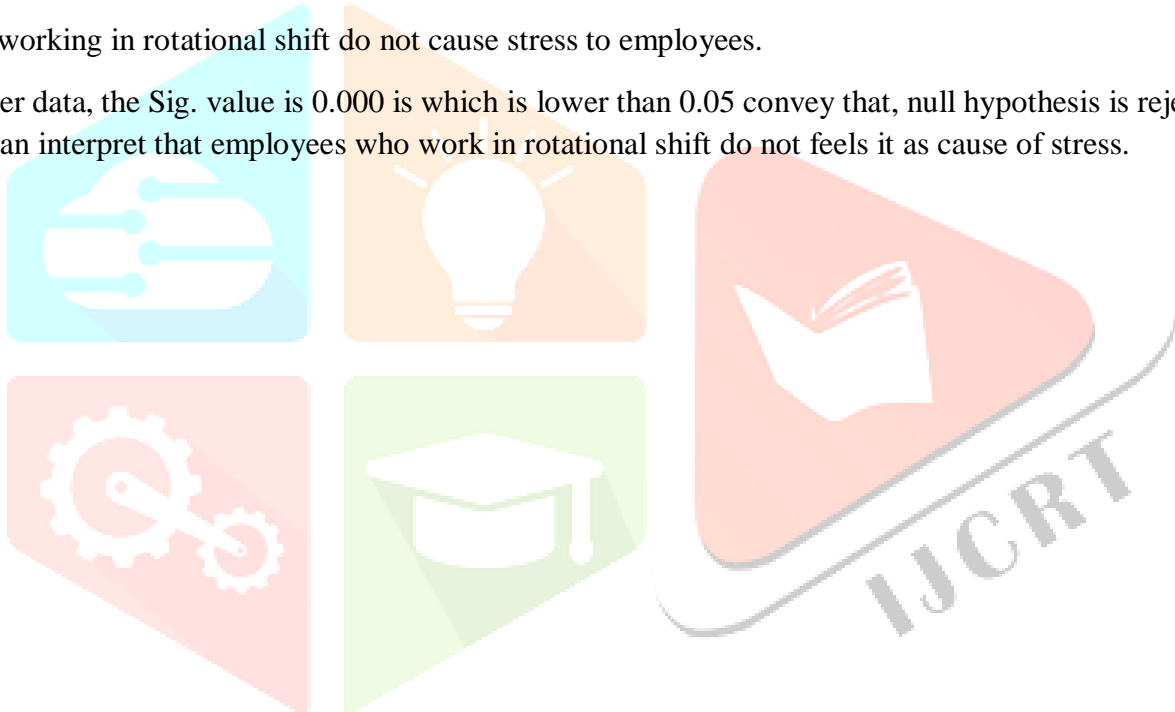
|  | Test Value = 3 |    |                 |                 |   |       |
|--|----------------|----|-----------------|-----------------|---|-------|
|  | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|  |                |    |                 |                 | Lower                                     | Upper |
| You find rotational shift-work (day-night) as a cause of stress. (if working under rotational shifts in company) | 4.977          | 40 | .000            | .68293          | .4056                                     | .9602 |

**Interpretation:**

H0: working in rotational shift cause stress to employees.

H1: working in rotational shift do not cause stress to employees.

As per data, the Sig. value is 0.000 is which is lower than 0.05 convey that, null hypothesis is rejected thus, we can interpret that employees who work in rotational shift do not feels it as cause of stress.



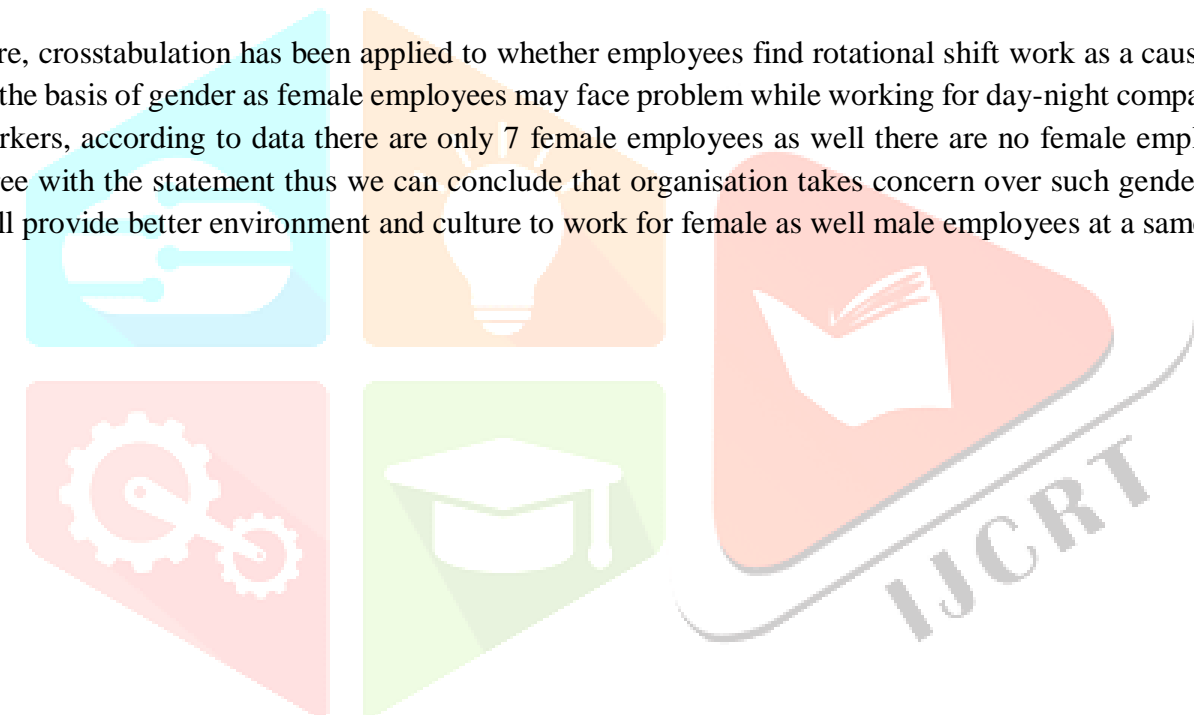
**You find rotational shift-work (day-night) as a cause of stress. (if working under rotational shifts in company) \* Gender Crosstabulation**

Count

|  |                   | Gender |        | Total |
|--|-------------------|--------|--------|-------|
|  |                   | Male   | Female |       |
| You find rotational shift-work (day-night) as a cause of stress. (if working under rotational shifts in company) | Agree             | 4      | 0      | 4     |
|  | Neutral           | 9      | 3      | 12    |
|  | Disagree          | 16     | 2      | 18    |
|  | Strongly Disagree | 5      | 2      | 7     |
| Total  |                   | 34     | 7      | 41    |

**Interpretation:**

Here, crosstabulation has been applied to whether employees find rotational shift work as a cause of stress on the basis of gender as female employees may face problem while working for day-night compare to male workers, according to data there are only 7 female employees as well there are no female employee who agree with the statement thus we can conclude that organisation takes concern over such gender issues as well provide better environment and culture to work for female as well male employees at a same time.



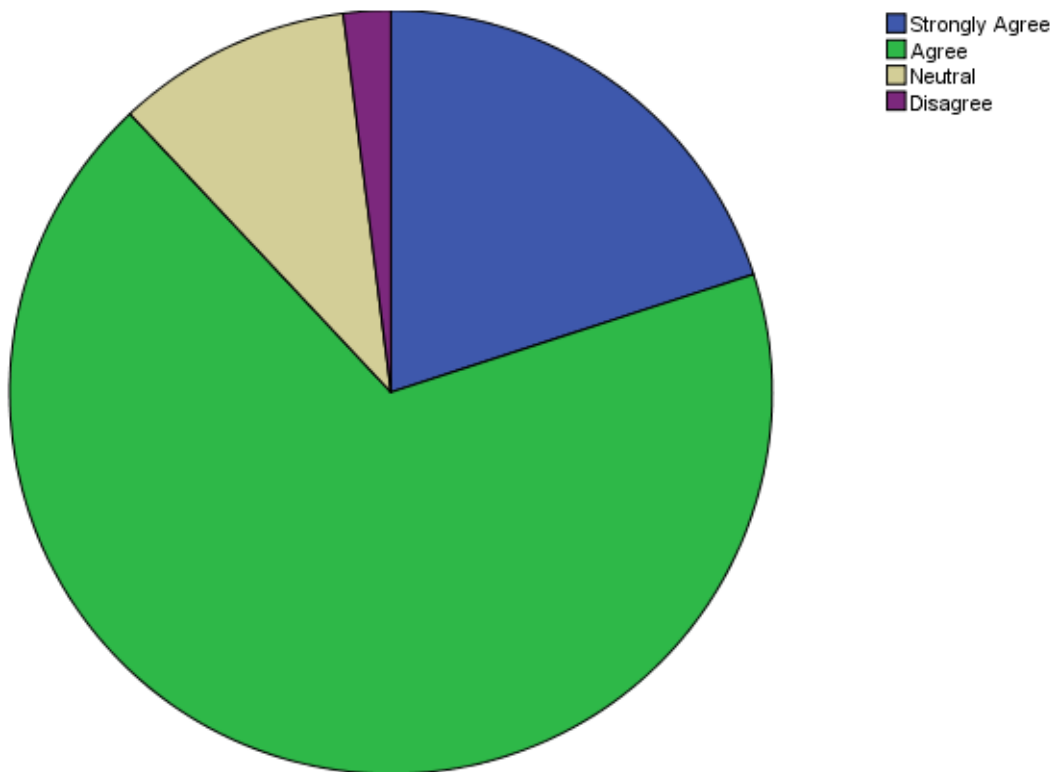
7. After working hours, you get enough time for family.



**After working hours, you get enough time for family.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 10        | 20.0    | 20.0          | 20.0               |
| Agree                | 34        | 68.0    | 68.0          | 88.0               |
| Neutral              | 5         | 10.0    | 10.0          | 98.0               |
| Disagree             | 1         | 2.0     | 2.0           | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**After working hours, you get enough time for family.**



**Interpretation:**

The above table and chart show that 20% of employees strongly agree while 68% agree that they get enough time for their family after work, while 10% of employees are neutral towards statement while remaining 2% disagree and feel don't get much time for their family.

### One-Sample Test

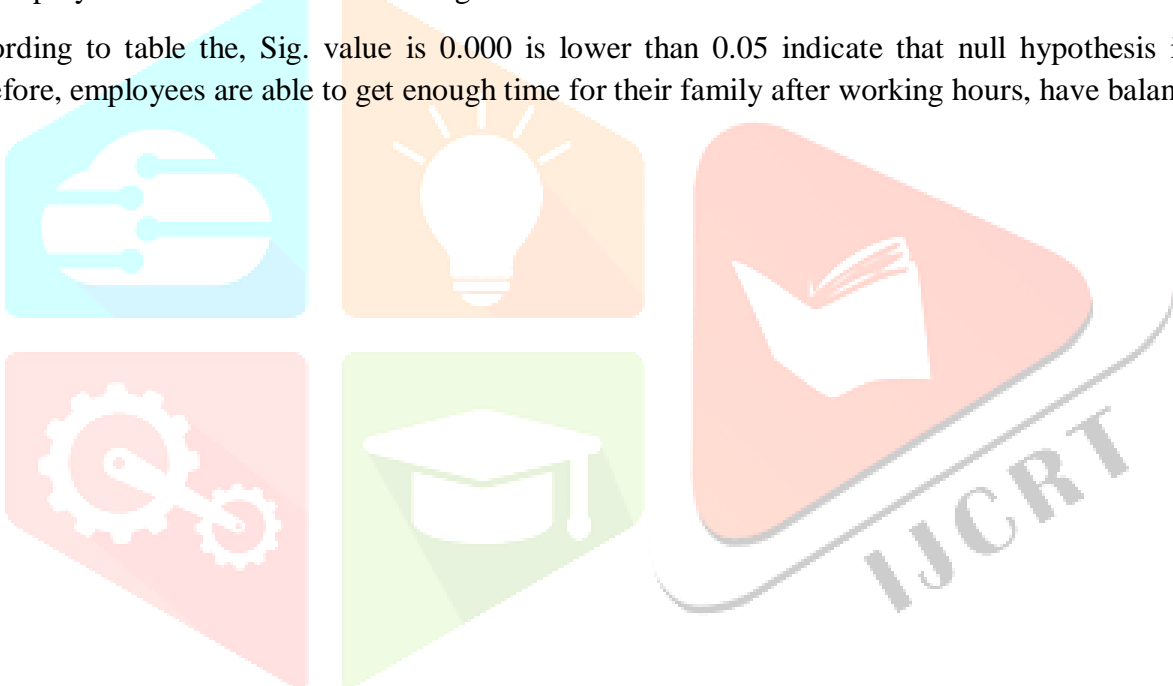
|  | Test Value = 3 |    |                 |                 |   |        |
|--|----------------|----|-----------------|-----------------|---|--------|
|  | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |        |
|  |                |    |                 |                 | Lower                                     | Upper  |
| After working hours, you get enough time for family. | -12.094        | 49 | .000            | -1.06000        | -1.2361                                   | -.8839 |

#### Interpretation:

H0: employees are not satisfied with working hours and it affect their work-life balance.

H1: employees are satisfied with working hours and it do not affect their work-life balance.

According to table the, Sig. value is 0.000 is lower than 0.05 indicate that null hypothesis is rejected therefore, employees are able to get enough time for their family after working hours, have balanced work-life.

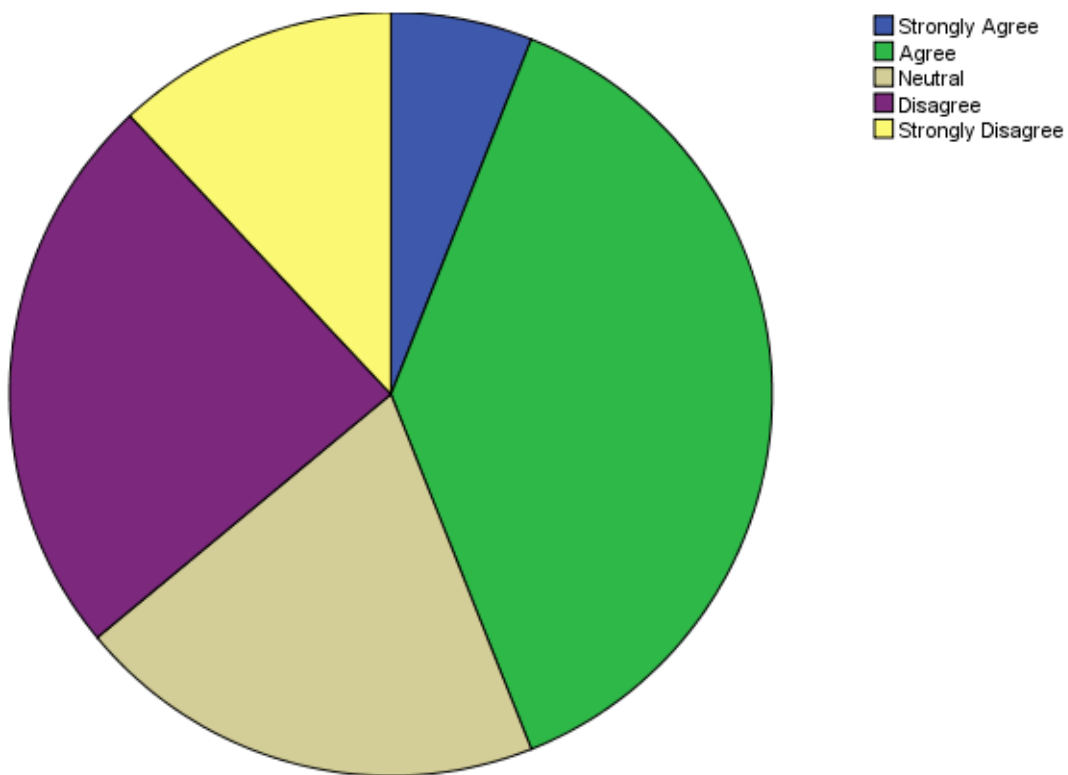


8. Sometimes you are not able to attain personal events due to work.

**Sometimes you are not able to attain personal events due to work.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 3         | 6.0     | 6.0           | 6.0                |
| Agree                | 19        | 38.0    | 38.0          | 44.0               |
| Neutral              | 10        | 20.0    | 20.0          | 64.0               |
| Disagree             | 12        | 24.0    | 24.0          | 88.0               |
| Strongly Disagree    | 6         | 12.0    | 12.0          | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**Sometimes you are not able to attain personal events due to work.**



**Interpretation:**

From above table and chart, we can interpret that 6% of employees strongly agree while 38% agree that they are able to attain personal events, while 20% of employees are neutral towards statement while remaining 24% and 12% disagree and strongly disagree respectively.

## One-Sample Test

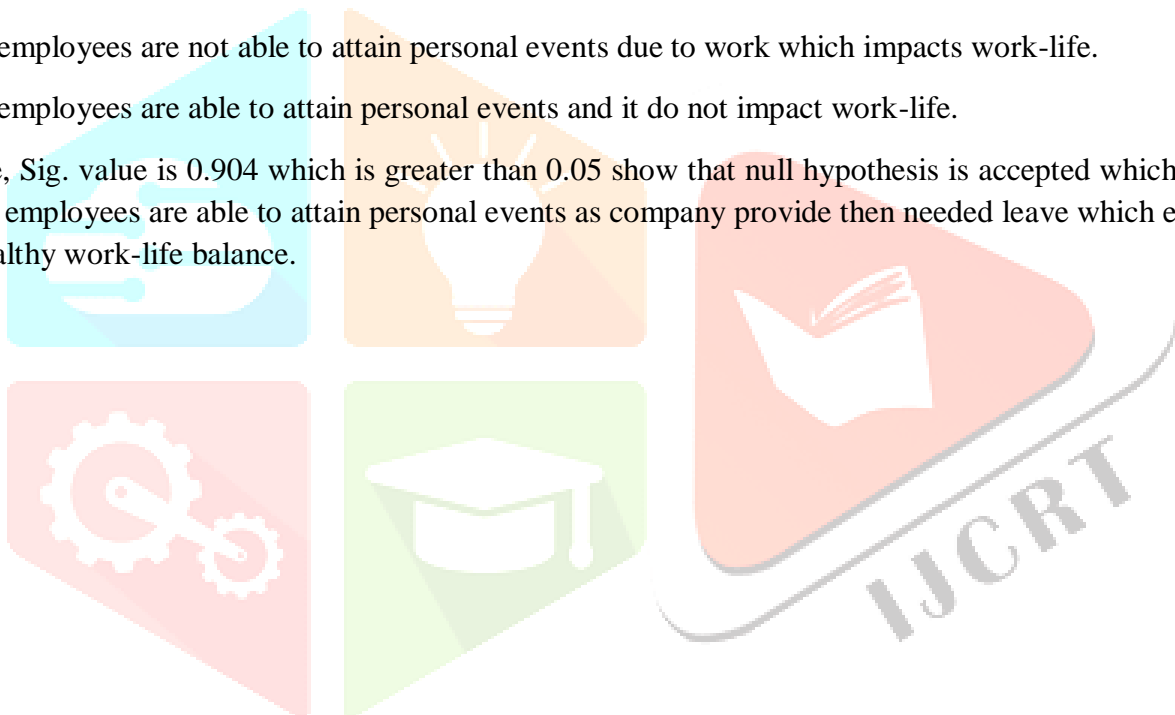
|   | Test Value = 3 |    |                 |                 |   |       |
|---|----------------|----|-----------------|-----------------|---|-------|
|   | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|   |                |    |                 |                 | Lower                                     | Upper |
| Sometimes you are not able to attain personal events due to work. | -.121          | 49 | .904            | -.02000         | -.3523                                    | .3123 |

**Interpretation:**

H0: employees are not able to attain personal events due to work which impacts work-life.

H1: employees are able to attain personal events and it do not impact work-life.

Here, Sig. value is 0.904 which is greater than 0.05 show that null hypothesis is accepted which interprets that, employees are able to attain personal events as company provide then needed leave which encourages a healthy work-life balance.

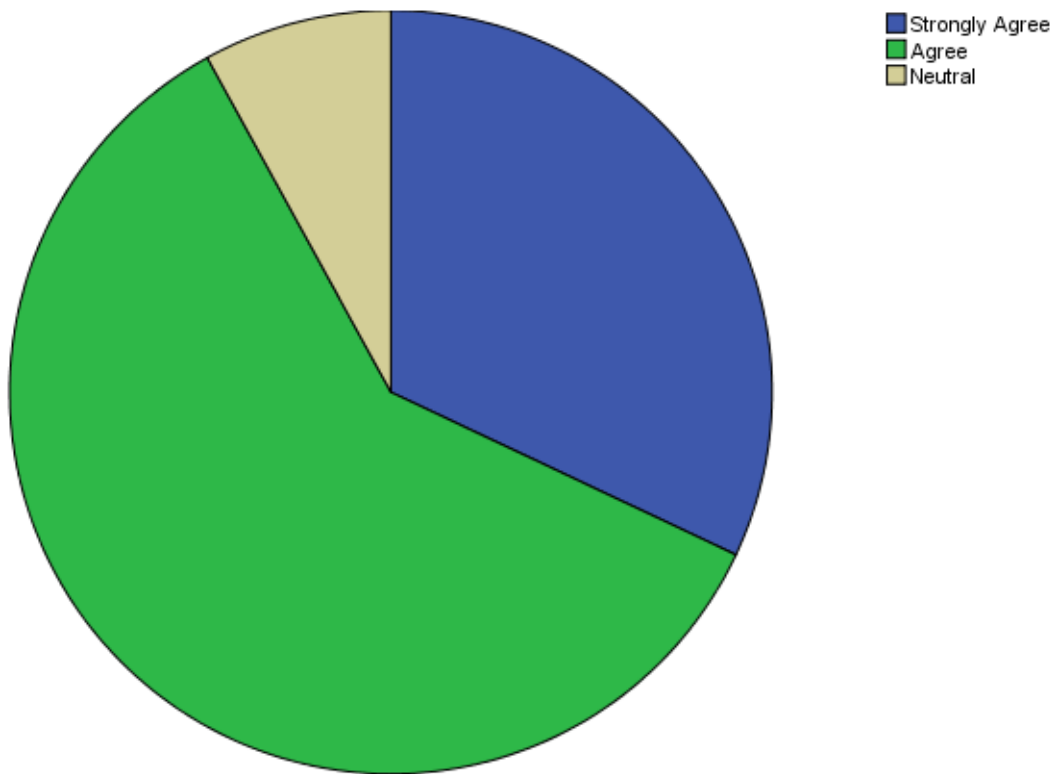


9. You feel supported by supervisors/management at workplace

**You feel supported by supervisors/management at workplace.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 16        | 32.0    | 32.0          | 32.0               |
| Agree                | 30        | 60.0    | 60.0          | 92.0               |
| Neutral              | 4         | 8.0     | 8.0           | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**You feel supported by supervisors/management at workplace.**



**Interpretation:**

From above table and chart, we can understand that 32% of employees strongly agree while 60% agree, feels supportive from their superiors while remaining 8% of employees are neutral and no employees disagree thus, we can say that company have supportive culture towards its employees.



## One-Sample Test

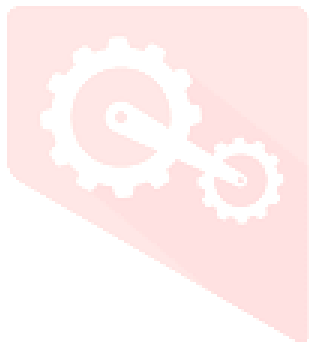
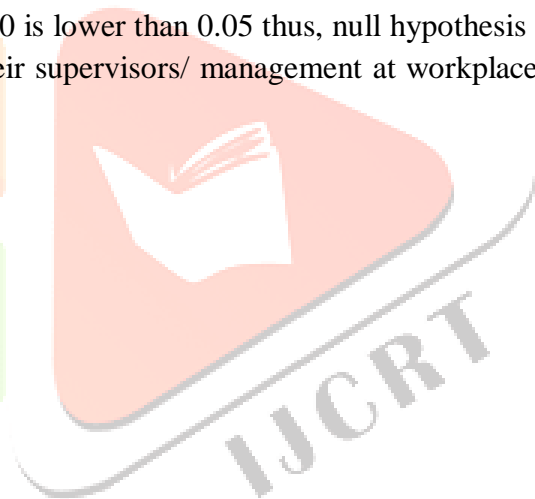
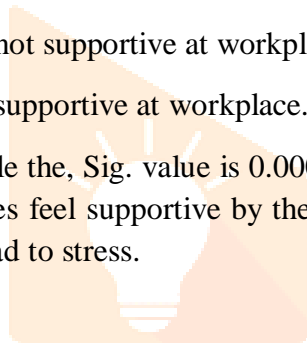
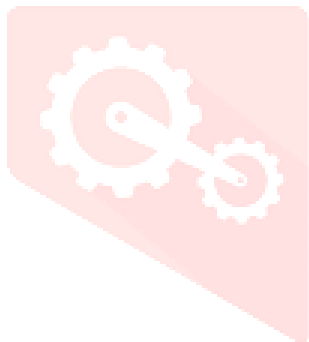
|  | Test Value = 3 |    |                 |                 |   |         |
|--|----------------|----|-----------------|-----------------|---|---------|
|  | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |         |
|  |                |    |                 |                 | Lower                                     | Upper   |
| You feel supported by supervisors/management at workplace. | -14.834        | 49 | .000            | -1.24000        | -1.4080                                   | -1.0720 |

**Interpretation:**

H0: supervisors/managers are not supportive at workplace thus leads to stress.

H1: supervisors/managers are supportive at workplace.

According to data given in table the, Sig. value is 0.000 is lower than 0.05 thus, null hypothesis is rejected which confirms that, employees feel supportive by their supervisors/ management at workplace thus they feel comfortable and do not lead to stress.

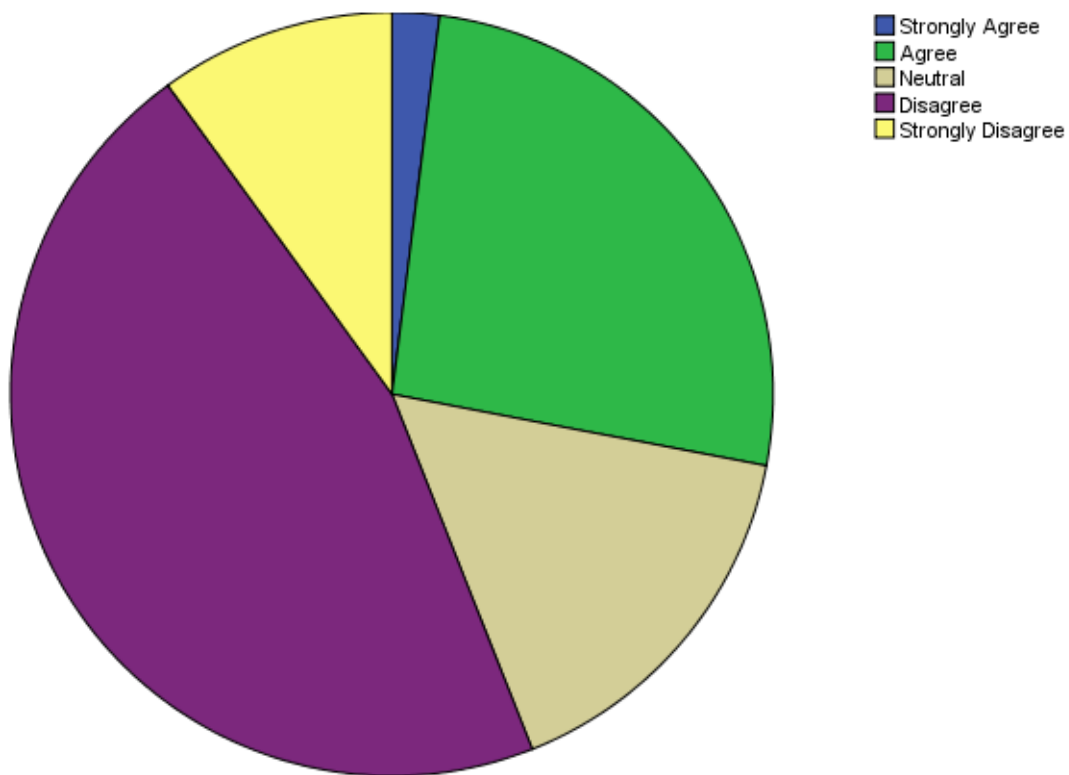


10. You think or worry about work when you are not at workplace.

**You think or worry about work when you are not at workplace.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 1         | 2.0     | 2.0           | 2.0                |
| Agree                | 13        | 26.0    | 26.0          | 28.0               |
| Neutral              | 8         | 16.0    | 16.0          | 44.0               |
| Disagree             | 23        | 46.0    | 46.0          | 90.0               |
| Strongly Disagree    | 5         | 10.0    | 10.0          | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**You think or worry about work when you are not at workplace.**



**Interpretation:**

The above table and chart show that overall, 28% of employees agree, 16% of employees are neutral while 46% and 10% of employees disagree and strongly disagree respectively about having stress of work while they are not at workplace.

## One-Sample Test

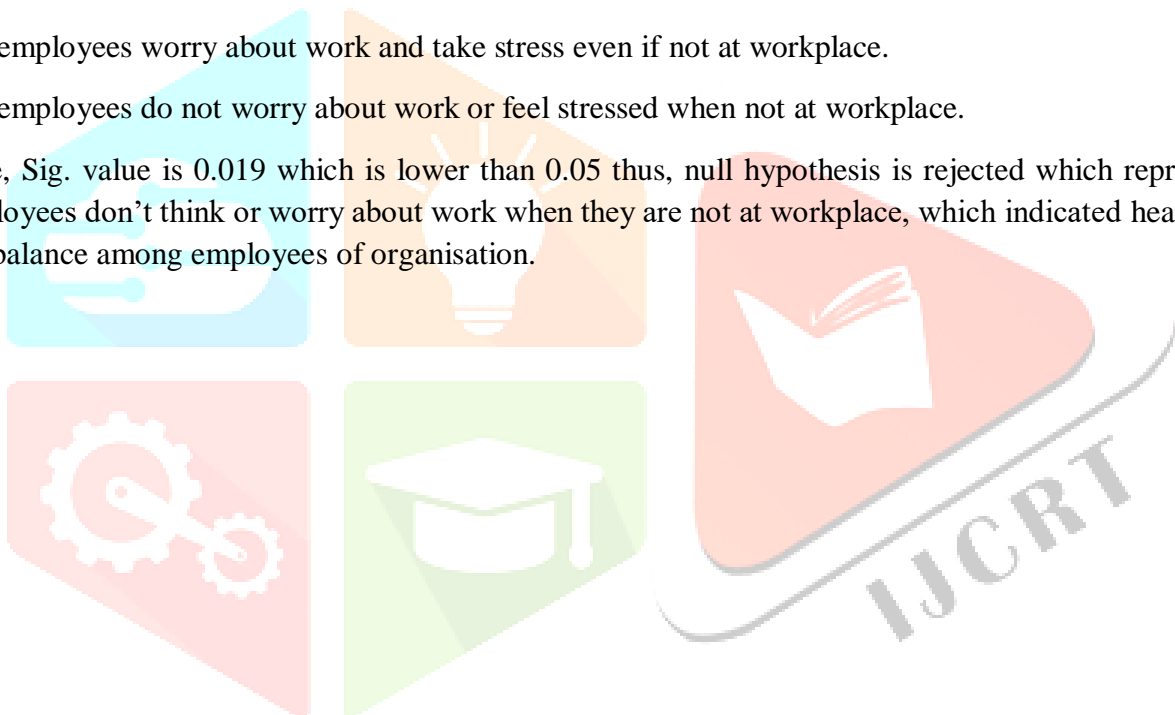
|  | Test Value = 3 |    |                 |                 |   |       |
|--|----------------|----|-----------------|-----------------|---|-------|
|  | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|  |                |    |                 |                 | Lower                                     | Upper |
| You think or worry about work when you are not at workplace. | 2.436          | 49 | .019            | .36000          | .0630                                     | .6570 |

**Interpretation:**

H0: employees worry about work and take stress even if not at workplace.

H1: employees do not worry about work or feel stressed when not at workplace.

Here, Sig. value is 0.019 which is lower than 0.05 thus, null hypothesis is rejected which represent that, employees don't think or worry about work when they are not at workplace, which indicated healthy work-life balance among employees of organisation.

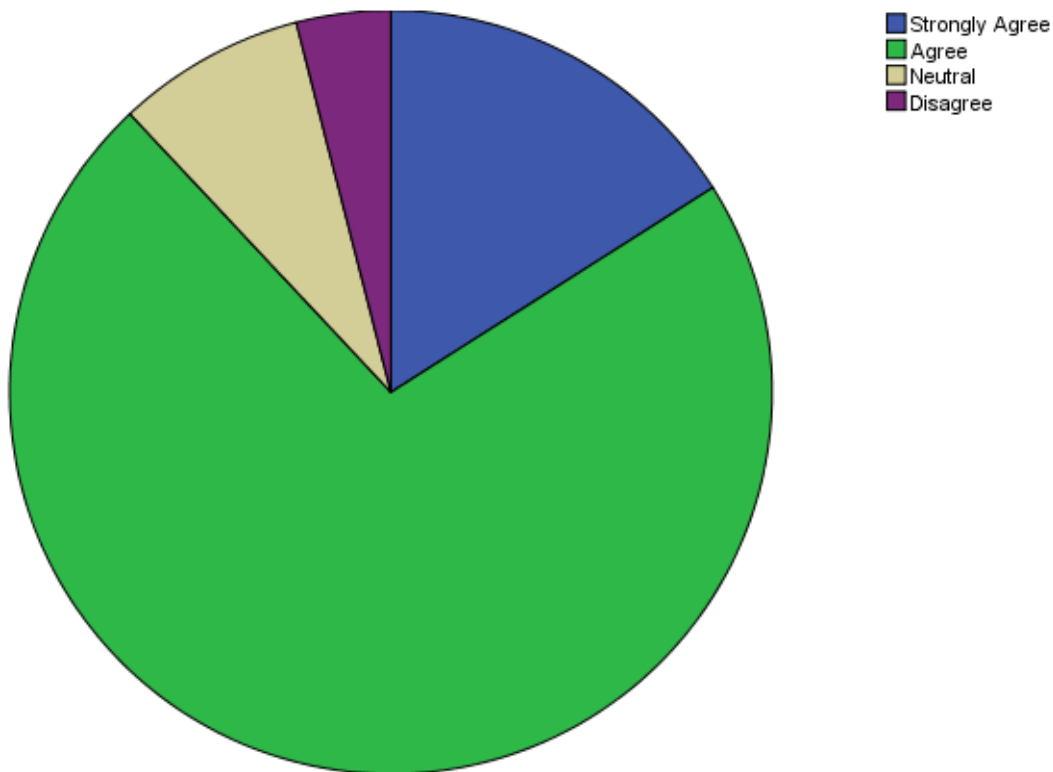


11. Satisfied with the leave policy of organization

**Satisfied with the leave policy of organization.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 8         | 16.0    | 16.0          | 16.0               |
| Agree                | 36        | 72.0    | 72.0          | 88.0               |
| Neutral              | 4         | 8.0     | 8.0           | 96.0               |
| Disagree             | 2         | 4.0     | 4.0           | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**Satisfied with the leave policy of organization.**



**Interpretation:**

From the above table and chart, we can notice that 16% of employees strongly agree, 72% are agreeing that they are satisfied with the leave policy of organisation while 8% are neutral and rest 4% disagree for the same, thus majorly employees are satisfied by currently framed leave policy of the company.

## One-Sample Test

|  | Test Value = 3 |    |                 |                 |   |        |
|--|----------------|----|-----------------|-----------------|---|--------|
|  | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |        |
|  |                |    |                 |                 | Lower                                     | Upper  |
| Satisfied with the leave policy of organization. | -11.068        | 49 | .000            | -1.00000        | -1.1816                                   | -.8184 |

**Interpretation:**

H0: employees are not satisfied with the leave policy of organisation.

H1: employees are not satisfied with the leave policy of organisation.

As per the data here, Sig. value is 0.000 which is lower than 0.05 hence, null hypothesis is rejected therefore, employees are satisfied with the leave policy of organisation.

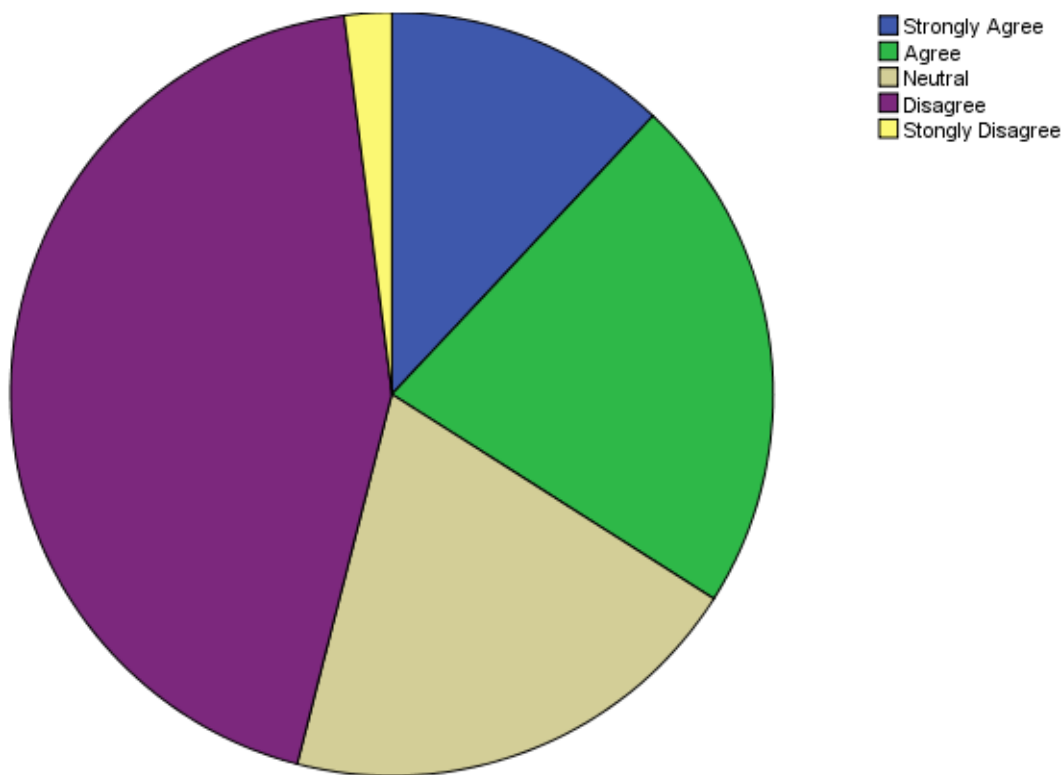


12. You practice yoga, meditation or other activity to reduce stress on personal basis.

**You practice yoga, meditation or other activity to reduce stress on personal basis.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 6         | 12.0    | 12.0          | 12.0               |
| Agree                | 11        | 22.0    | 22.0          | 34.0               |
| Neutral              | 10        | 20.0    | 20.0          | 54.0               |
| Disagree             | 22        | 44.0    | 44.0          | 98.0               |
| Strongly Disagree    | 1         | 2.0     | 2.0           | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**You practice yoga, meditation or other activity to reduce stress on personal basis.**



**Interpretation:**

The above table and chart represent that 12% of employees strongly agree, 22% are agreeing while 20% are neutral and rest 44% disagree that they do not practice yoga or meditation or any activity to reduce stress on personal basis, but the company have rule of practicing yoga and prayer at morning time.



## One-Sample Test

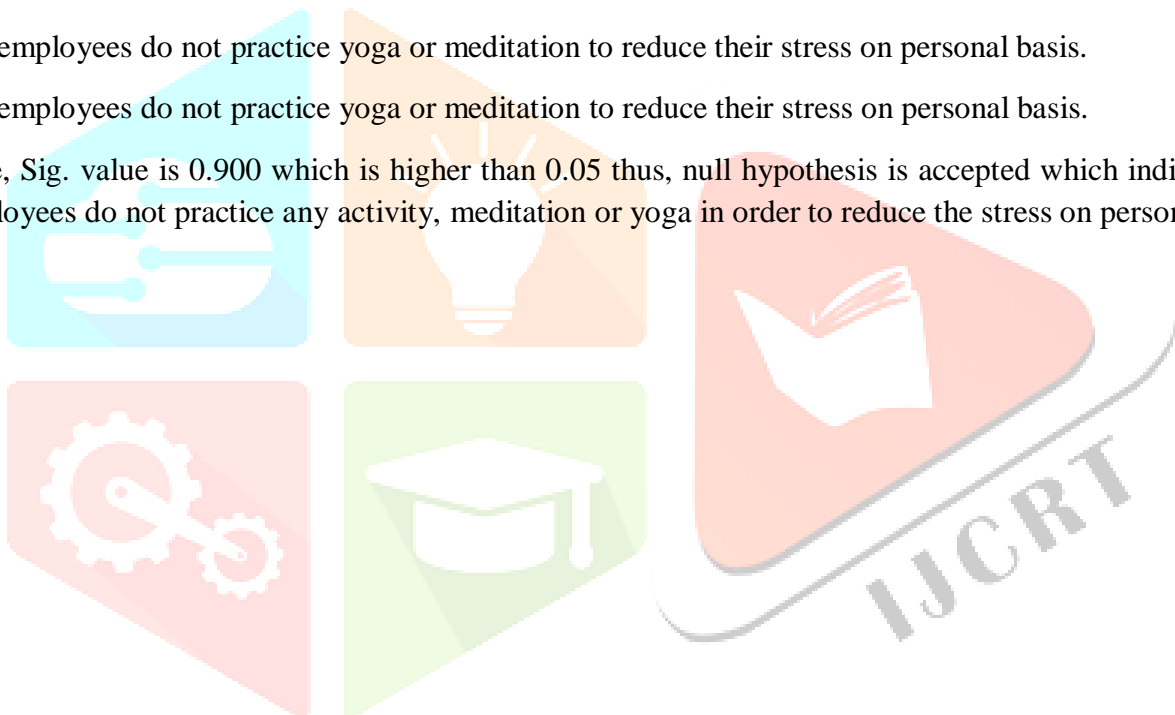
|   | Test Value = 3 |    |                 |                 |   |       |
|---|----------------|----|-----------------|-----------------|---|-------|
|   | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|   |                |    |                 |                 | Lower                                     | Upper |
| You practice yoga, meditation or other activity to reduce stress on personal basis. | .127           | 49 | .900            | .02000          | -.2970                                    | .3370 |

**Interpretation:**

H0: employees do not practice yoga or meditation to reduce their stress on personal basis.

H1: employees do practice yoga or meditation to reduce their stress on personal basis.

Here, Sig. value is 0.900 which is higher than 0.05 thus, null hypothesis is accepted which indicates that, employees do not practice any activity, meditation or yoga in order to reduce the stress on personal basis.

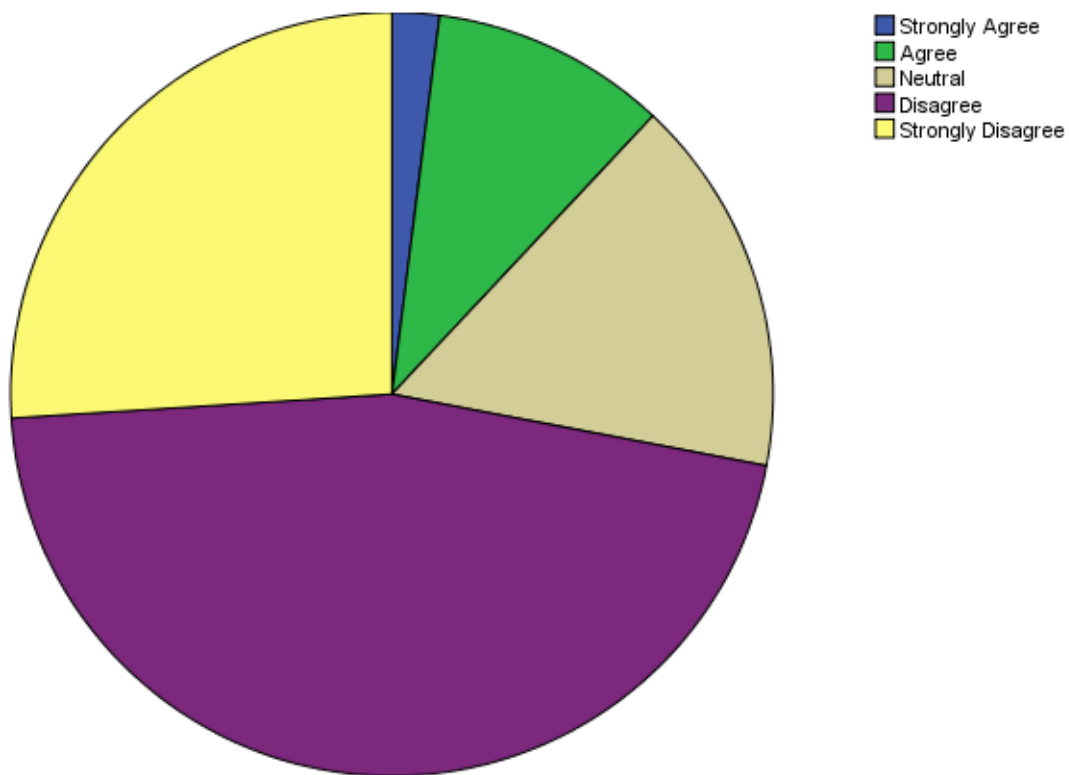


13. You feel distracted at workplace because of personal life problems.

**You feel distracted at workplace because of personal life problems.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 1         | 2.0     | 2.0           | 2.0                |
| Agree                | 5         | 10.0    | 10.0          | 12.0               |
| Neutral              | 8         | 16.0    | 16.0          | 28.0               |
| Disagree             | 23        | 46.0    | 46.0          | 74.0               |
| Strongly Disagree    | 13        | 26.0    | 26.0          | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**You feel distracted at workplace because of personal life problems.**



**Interpretation:**

The above table and chart explain that overall, 12% of employees agree while 16% are neutral and rest 46% disagree and 26% strongly disagree about feeling distracted at workplace because of personal life problems.

## One-Sample Test

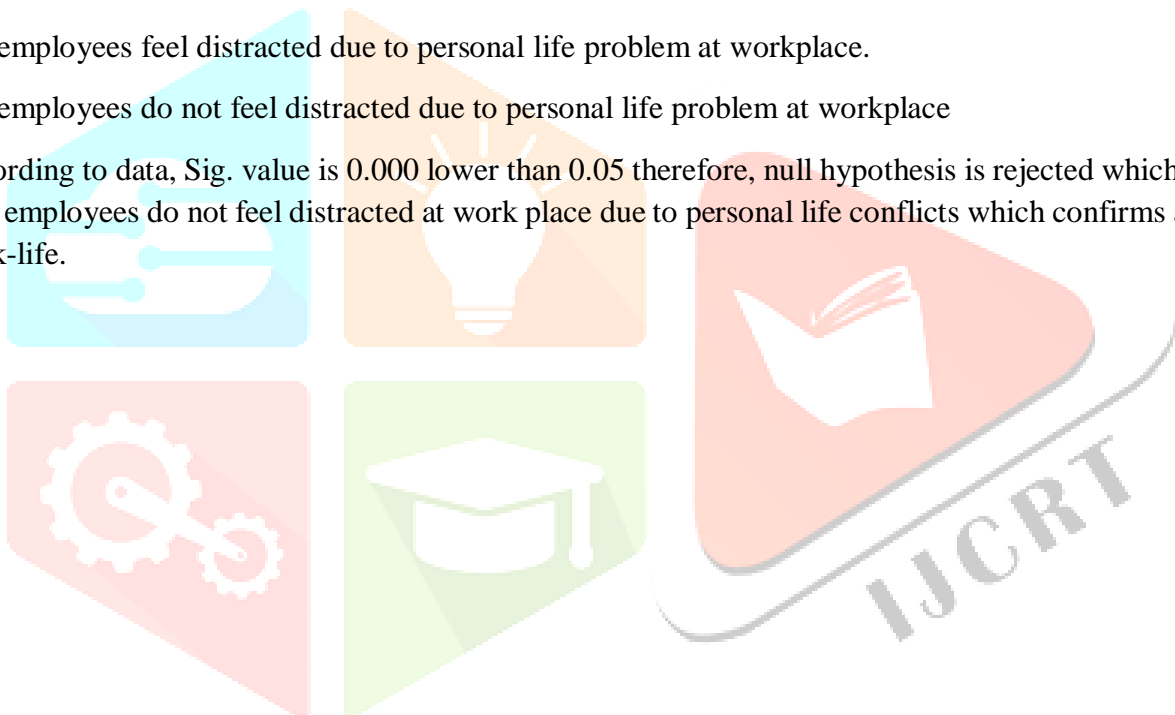
|   | Test Value = 3 |    |                 |                 |   |        |
|---|----------------|----|-----------------|-----------------|---|--------|
|   | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |        |
|   |                |    |                 |                 | Lower                                     | Upper  |
| You feel distracted at workplace because of personal life problems. | 5.957          | 49 | .000            | .84000          | .5566                                     | 1.1234 |

**Interpretation:**

H0: employees feel distracted due to personal life problem at workplace.

H1: employees do not feel distracted due to personal life problem at workplace

According to data, Sig. value is 0.000 lower than 0.05 therefore, null hypothesis is rejected which interprets that, employees do not feel distracted at work place due to personal life conflicts which confirms a balanced work-life.

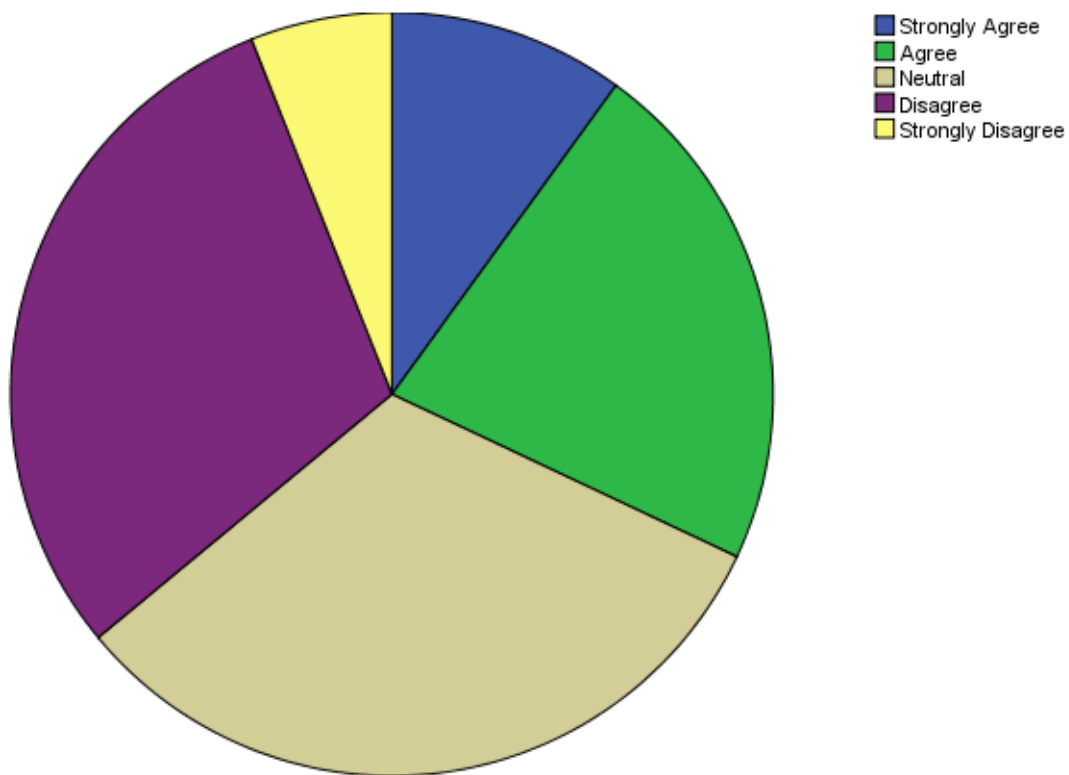


14. Sometimes you have to work overtime to complete the given task.

**Sometimes you have to work overtime to complete the given task.**

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 5         | 10.0    | 10.0          | 10.0               |
| Agree                | 11        | 22.0    | 22.0          | 32.0               |
| Neutral              | 16        | 32.0    | 32.0          | 64.0               |
| Disagree             | 15        | 30.0    | 30.0          | 94.0               |
| Strongly Disagree    | 3         | 6.0     | 6.0           | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

**Sometimes you have to work overtime to complete the given task.**



**Interpretation:**

The above table and chart represent that 10% of employees strongly agree, 22% agree as per them they have to work overtime only at time of sales, while 32% are neutral and rest 30% disagree and 6% strongly disagree with the same.

## One-Sample Test

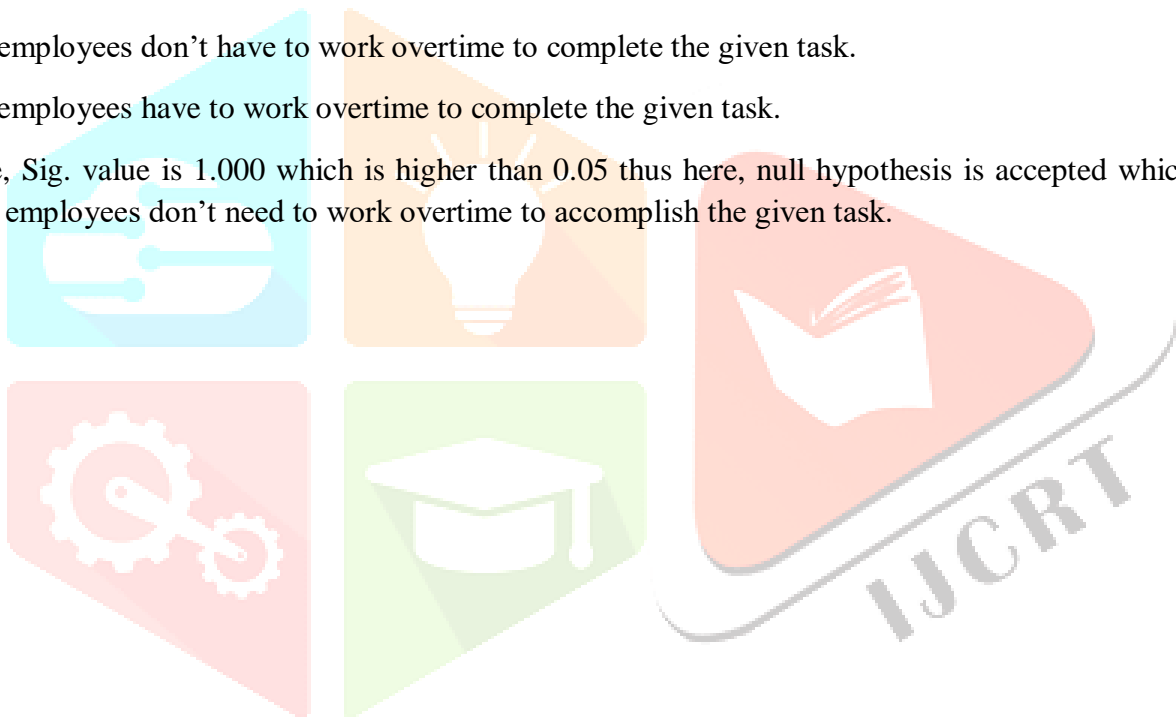
|   | Test Value = 3 |    |                 |                 |   |       |
|---|----------------|----|-----------------|-----------------|---|-------|
|   | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |       |
|   |                |    |                 |                 | Lower                                     | Upper |
| Sometimes you have to work overtime to complete the given task. | .000           | 49 | 1.000           | .00000          | -.3092                                    | .3092 |

**Interpretation:**

H0: employees don't have to work overtime to complete the given task.

H1: employees have to work overtime to complete the given task.

Here, Sig. value is 1.000 which is higher than 0.05 thus here, null hypothesis is accepted which confirm that, employees don't need to work overtime to accomplish the given task.

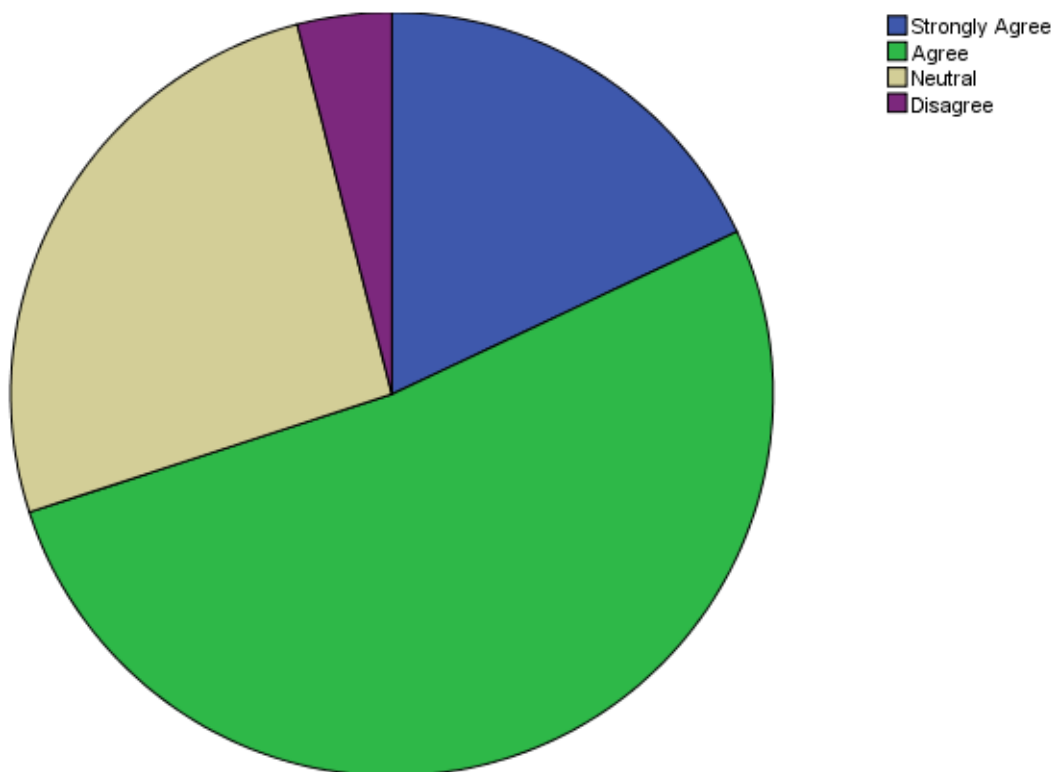


15. Organization takes initiatives to manage work-life balance

### Organization takes initiatives to manage work-life balance.

|                      | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Strongly Agree | 9         | 18.0    | 18.0          | 18.0               |
| Agree                | 26        | 52.0    | 52.0          | 70.0               |
| Neutral              | 13        | 26.0    | 26.0          | 96.0               |
| Disagree             | 2         | 4.0     | 4.0           | 100.0              |
| Total                | 50        | 100.0   | 100.0         |                    |

### Organization takes initiatives to manage work-life balance.



#### Interpretation:

From the above table and chart, we can say that, 18% of employees strongly agree, 52% agree about company takes initiatives to manage stress and work-life balance as they arrange engagement activities among them, while 26% are neutral and rest 4% disagree.

## One-Sample Test

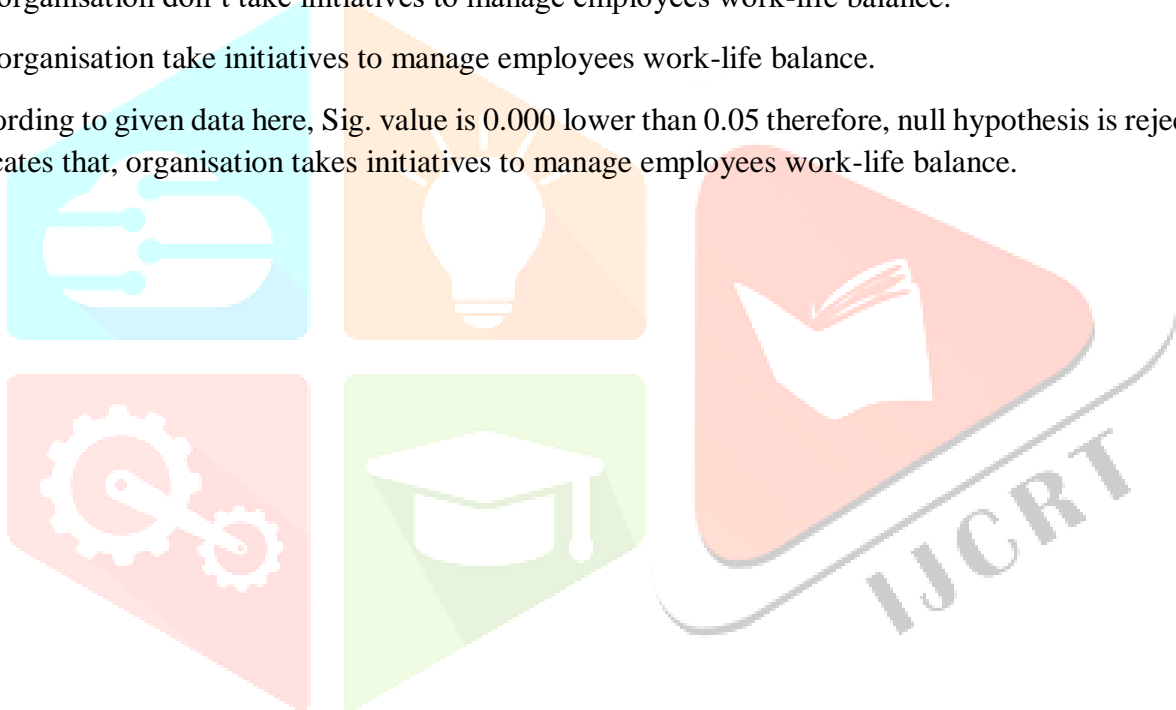
|   | Test Value = 3 |    |                 |                 |   |        |
|---|----------------|----|-----------------|-----------------|---|--------|
|   | t              | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference |        |
|   |                |    |                 |                 | Lower                                     | Upper  |
| Organization takes initiatives to manage work-life balance. | -7.758         | 49 | .000            | -.84000         | -1.0576                                   | -.6224 |

**Interpretation:**

H0: organisation don't take initiatives to manage employees work-life balance.

H1: organisation take initiatives to manage employees work-life balance.

According to given data here, Sig. value is 0.000 lower than 0.05 therefore, null hypothesis is rejected hence indicates that, organisation takes initiatives to manage employees work-life balance.





## CHAPTER 5

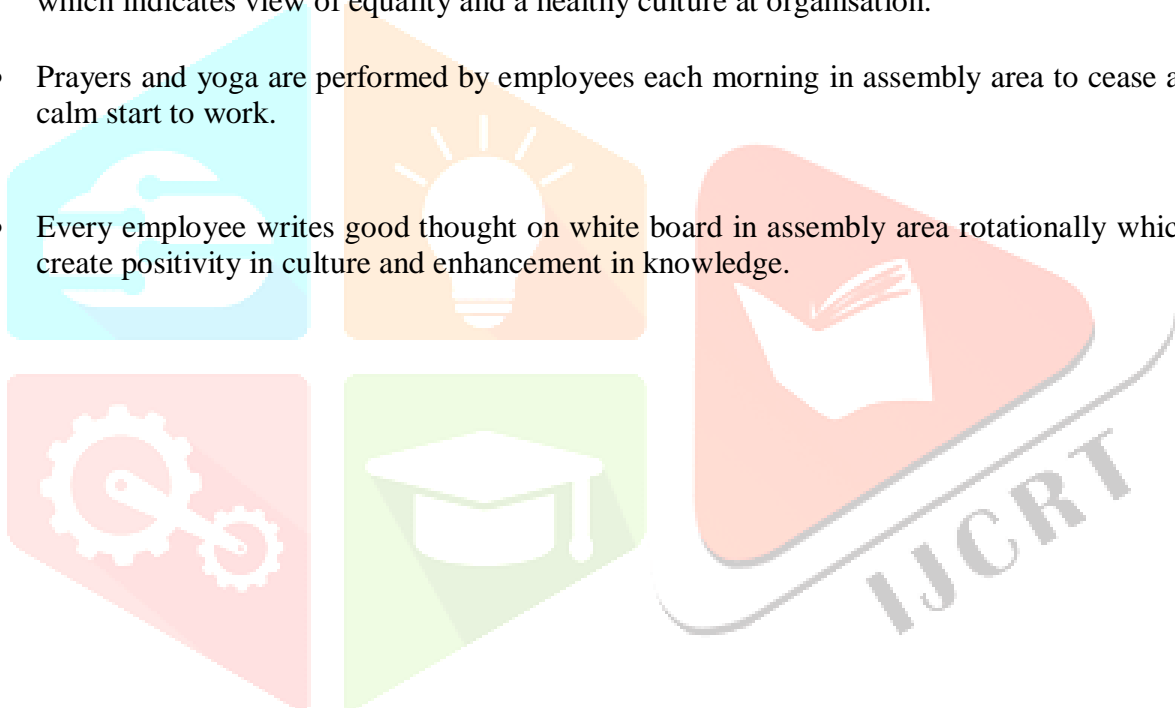
### FINDINGS



#### FINDINGS:

- The level of stress in Fabcurate Private Limited is low to moderate as concluded from the respondents that mostly they feel heavy workload at time of sale which are mainly arranged on festivals to attract customers with great offers.
- Majorly employees belong to joint family rather than nuclear, still they do not feel stressed or imbalance in work-life which indicates company provides healthy environment to work.
- Employees are capable in meeting deadlines and plan their work as the supervisor and management are supportive in nature.
- Employees from dispatch department sometimes suffer from headache, anxiety, backache or neckache due to heavy workload in sale period.

- The organisation has rotational shifts for employees which rotates fortnightly day and night however, this do not serve as cause of stress or imbalanced work-life according to data given by respondents.
- Some of the employees agree that they think about work even when they are not at workplace, these employees belong to top level of management hence, can be said as cause of stress.
- There is balanced work-life among employees of organisation as company takes initiatives such as arranging engagement activates which helps to reduce stress and encourages team building.
- Company organizes activities such as treasure hunt which helps employees to know each other as well empowers team building, draping competition which gives chance to show their creativity at same time helps to promote their product.
- Employees working at lower level of management are not addressed as worker but as employees, which indicates view of equality and a healthy culture at organisation.
- Prayers and yoga are performed by employees each morning in assembly area to cease a fresh and calm start to work.
- Every employee writes good thought on white board in assembly area rotationally which helps to create positivity in culture and enhancement in knowledge.



## CHAPTER 6

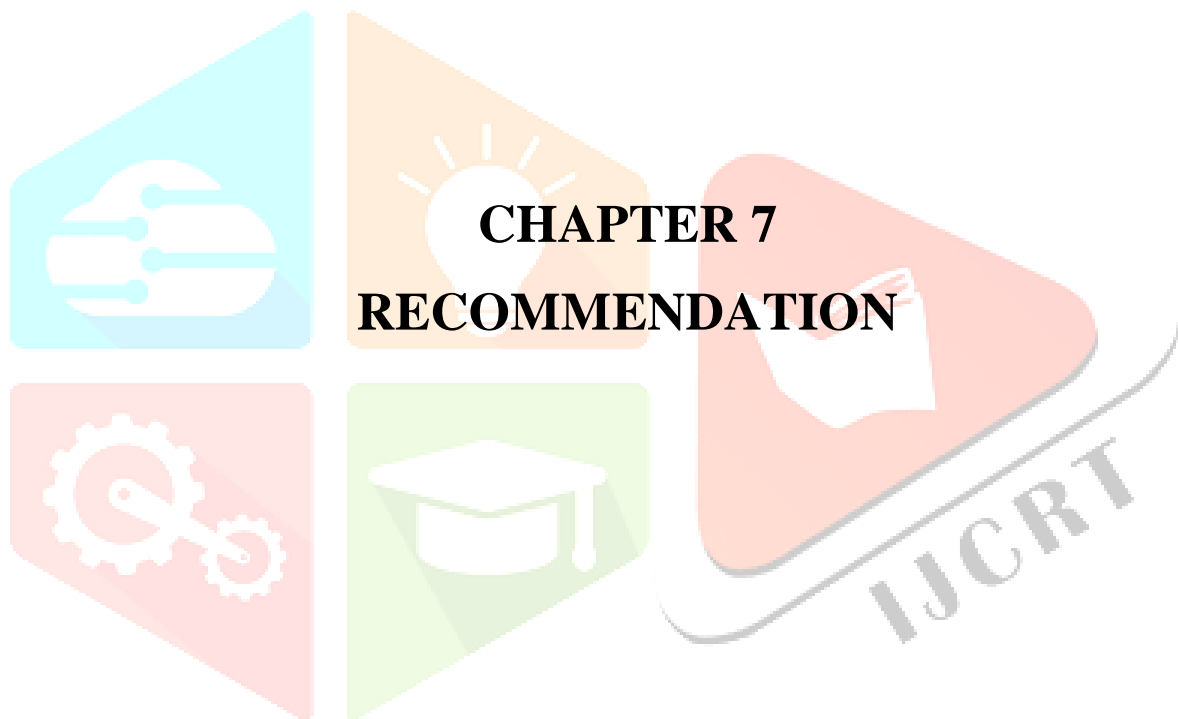
# CONCLUSION



## CONCLUSION:

- In light of this information, conclusion can be drawn that there is prevalence of productive stress and healthy work-life balance in Fabcurate Private Limited. As mostly all the respondents are satisfied with polices and working conditions which helps them to balance their professional as well personal life efficiently. Also, respondents feel supported by the management and helps to resolve their problems hence, it can be said that organisation holds a healthy and friendly environment culture.
- Stress can make an individual productive and constructive when it is identified and well managed. In times of great stress or adversity. Positive attitude and meditation will be helpful for coping the stress. Stress can be minimized if the right steps are taken. Stress-free employees perform better, work harder, feel happier and have a long term. Having broader perspective of life will definitely change the perception of stress. Let us hope that we will be successful in making distress into eustress for our healthy lifestyle as well as organizational well-being.

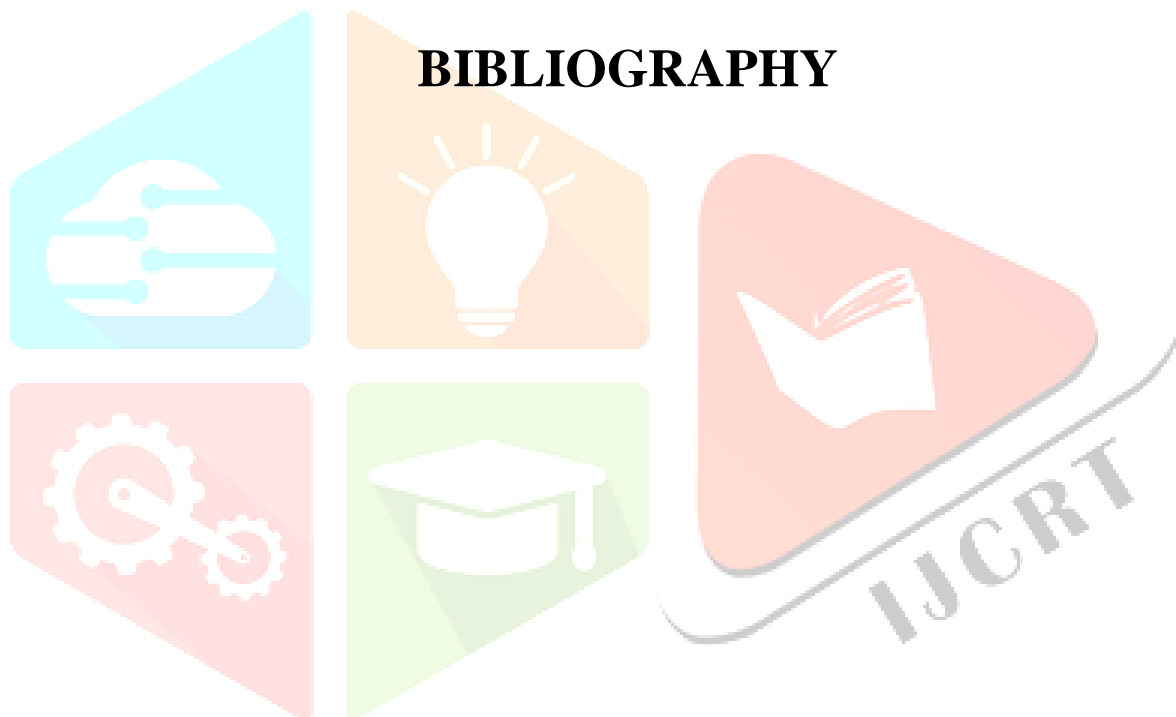




**RECOMMENDATION:**

- Company should conduct counselling practices to understand the problems or identify loop holes which could help in framing new policies and enhance productivity.
- Music system can be installed in dispatch department to reduce the fatigue.
- Arranging more engagement activities which helps to reduce stress and fatigue among employees.
- Celebration of festivals and various days which helps employees to respect each other's culture.





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## APPENDIX

## STRESS MANAGEMENT AND WORKLIFE BALANCE QUESTIONNIARE.

Name (optional): \_\_\_\_\_

Organisation: Fabcurate Private Limited.

▪ Please put tick in  the appropriate boxes.

### Age:

20 to 30 years.

31 to 40 years.

41 to 50 years.

Above 50 years.

Married.

Separated/widowed.

### Gender:

Male.

Female.

### Family Status:

Joint family.

Nuclear family.

### Marital Status:

Unmarried.

### Educational Qualification:

Under graduate.

Post graduate.

Professionally qualified.

**Nature of Employment.**

Permanent.

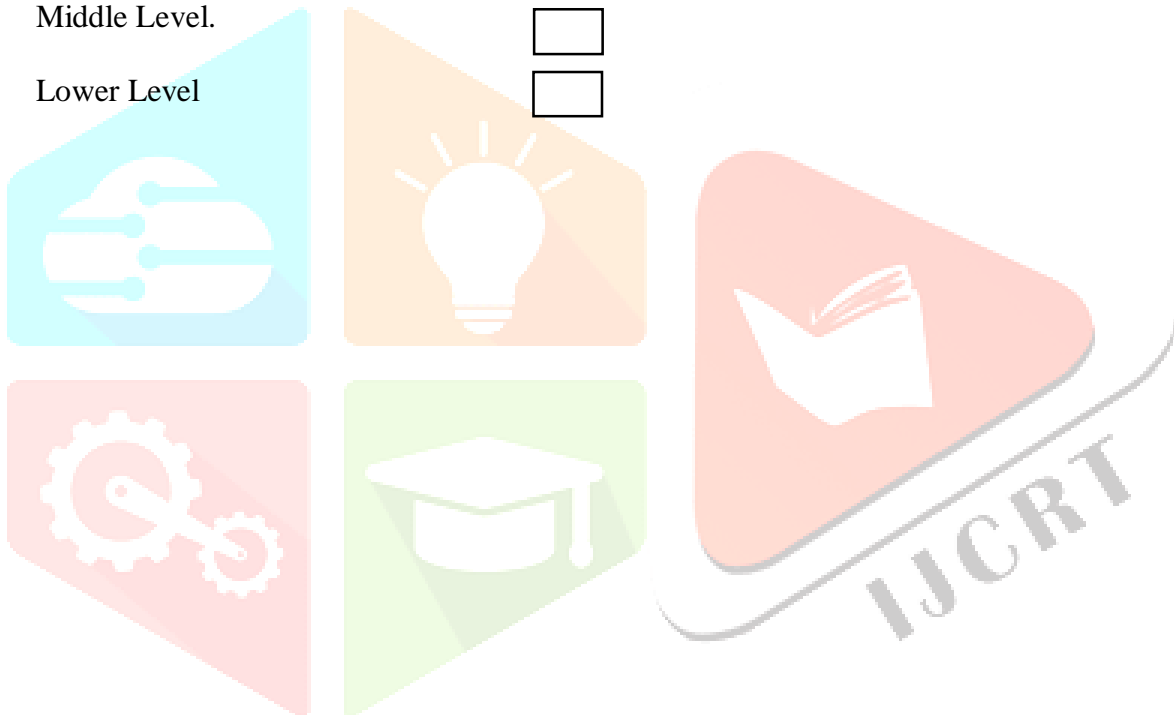
Temporary.

**Job Position:**

Top Level.

Middle Level.

Lower Level



- Please mark ✓ the degree to which you agree with the statement using 5-point scale given below:  
1- Strongly Agree, 2- Agree 3- Neutral 4- Disagree 5- Strongly Disagree

| No.   | Statement  | 1 | 2 | 3 | 4 | 5 |
|-------|--|---|---|---|---|---|
| I.    | You frequently face very heavy workload.   |   |   |   |   |   |
| II.   | You have problems in meeting deadlines of work.  |   |   |   |   |   |
| III.  | You are able to plan your own work.  |   |   |   |   |   |
| IV.   | You feel nervous or stressed in working hours.   |   |   |   |   |   |
| V.    | You suffer from headaches, anxiety, backache or neckache.  |   |   |   |   |   |
| VI.   | You find rotational shift-work (day-night) as a cause of stress. (if working under rotational shifts in company) |   |   |   |   |   |
| VII.  | After working hours, you get enough time for family.   |   |   |   |   |   |
| VIII. | Sometimes you are not able to attain personal events due to work.  |   |   |   |   |   |
| IX.   | You feel supported by supervisors/management at workplace.   |   |   |   |   |   |
| X.    | You think or worry about work when you are not at workplace.   |   |   |   |   |   |
| XI.   | Satisfied with the leave policy of organisation.   |   |   |   |   |   |
| XII.  | You practice yoga, meditation or other activity to reduce stress on personal basis.                              |   |   |   |   |   |
| XIII. | You feel distracted at workplace because of personal life problems.  |   |   |   |   |   |
| XIV.  | Sometimes you have to work overtime to complete the given task.  |   |   |   |   |   |
| XV.   | Organisation takes initiatives to manage work-life balance.  |   |   |   |   |   |

The steps you think could be taken to reduce stress and balance work-life.