STRESS MANAGEMENT

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ABSTRACT

Effective techniques for stress management are varied. They typically include behaviours that improve physical health, such as nutrition and exercise, but may also incorporate strategies that improve cognitive and emotional functioning. The stress-reduction approach based on mindfulness practices has recently enjoyed an explosion of interest from a variety of healthcare and epidemiological researchers. The concept of mindfulness, which originates from practices of Buddhism, is defined as a focused awareness of one's experience and purposeful and nonjudgmentally focuses on the present moment. Structured interventions, such as the Mindfulness-Based Stress Reduction (MBSR) program, provide participants with the opportunity to learn breathing meditation, body scanning techniques, and gentle, yoga-inspired physical exercises. With practice, individuals learn to process emotions, thoughts, and sensations as they arise. Individuals learn to modify their reflexive conditioning from automatically reacting or worrying about the future to a more adaptive, measured response with greater awareness of the present moment. The literature is replete with evidence suggesting that, with practice, individuals can become more mindful, increasing their capacity to fully process emotions, thoughts, and sensations as they arise. These individuals, who have not participated in mindfulness-training interventions, tend to experience better physical health, report fewer physiological symptoms such as pain, and utilize fewer healthcare resources. Trait mindfulness has been associated with lower ratings of anxiety and depression in a variety of medical and non-medical populations. Trait mindfulness may emerge from a genetic predisposition. In fact, a study in university undergraduates revealed that, while increases in mindfulness and psychological outcomes can be observed in participants as a whole, effects may be more pronounced among individuals higher in trait mindfulness at study entry.

The research design is used for the study was descriptive research design. The descriptive research design means the research which is done to know the current situation of the study. The data has been collected

using structured questionnaire. This study is conducted among150 employees out of 300 employees at prashanth hospitals. The type of sampling technique used for the study was stratified random sampling. Analysis and interpretation has been done using the statistical tools like, ANOVA, percentage analysis, chi-square , weighted average method and data are presented through table and charts.

1.1 INTRODUCTION

Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. People experience stress in different ways and for different reasons. The reaction is based on your perception of an event or situation. If you view a situation negatively, you will likely feel distressed—overwhelmed, oppressed, or out of control. Distress is the more familiar form of stress. The other form, eustress, results from a "positive" view of an event or situation, which is why it is also called "good stress."

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the purpose of and for the motive of improving everyday functioning. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. These can include physical health decline as well as depression.

1.2 INDUSTRY PROFIL

Stress is highly individualistic in nature. Some people have level of stress tolerance for stress and thrive very well in the face of several stressors in the environment. Stress management has become a most important and technique to boost the employees morale and the productivity. All the organizations have understood that employees play a key role and they should be out of stress to give a high performance atmosphere. There are varieties of techniques to manage stress in organizations.

1.3 COMPANY PROFILE

Prashanth Super speciality Hospital was inaugurated in May 2013 by His Excellency, Governor of Tamil Nadu Shri Rosaiah. This is a unit of Prashanth Fertility Research Centre, which has become a leader in Reproductive Medicine and Assisted Reproductive Technologies in India, having satellite centres in different parts of Chennai, has its registered office at Chetpet which also houses the tertiary health care destination Prashanth Multispeciality hospital (PMH).

Company Details

CIN	U85110TN2001PTC047836
Company Name	PRASHANTH FERTILITY RESEARCH CENTRE PRIVATE LIMITED
Company Status	Active
RoC	RoC-Chennai
Registration Number	47836
Company Category	Company limited by Shares
Company Sub Category	Non-govt company
Class of Company	Private
Date of Incorporation	03 October 2001
Age of Company	19 years, 5 month, 28 days
Activity	Human health activities to see other companies involved in same activity.

1.4 NEED FOR THE STUDY

This study is conducted to know the stress management practises of employees in prasanth hospitals. This study focuses on effective stress management which enable one to be more happiness, productive & heathens.

1.5 OBJECTIVES FOR THE STUDY

Primary objective:

To study about stress management with reference prashanth hospitals

Secondary objectives:

- To study about the factors causing stress among the employees.
- To study is to identify the existence of work stress in the organization.
- To study the impact and usefulness of stress management.

1.6 SCOPE FOR THE STUDY

The scope of the thesis world is to identify the stress the employees at different levels face in the organization and how much mentally they are fit to face this kind of stress. To learn the way the organization deals to handle the kind of stress the employees face. To know how the organisation gets affected due to the stress faced by the employees.

1.7 LITERATURE REVIEW

Michael W. Smith "Ways to Manage Stress" (Nov 2020) Stress is part of being human, and it can help motivate you to get things done. Even high stress from serious illness, job loss, a death in the family, or a painful life event can be a natural part of life. You may feel down or anxious, and that's normal too for a while

Dr.K.Gunasekaran (2020) A study on stress management of its employees. *International Journal of Advanced Science and Technology*, Issn-1129-1137, vol-29, (Mar 11 2020), the study *Stress management may be regarded as an important technique and measurement which enhances the overall performances of the employee and improves his productivity and quality of work. Stress is a feeling that creates physiological and psychological imbalance with in a person it's a body response any demand of changes in internal and external environment.*

SF Rasool "The Roles of Workplace Violence and Occupational Stress" Int. J. Environ. Res. Public Health 2020, the purpose of this study is to analyse the relationships between workplace violence, occupational stress, and sustainable work performance. Multiple dimensions of workplace violence (harassment, mobbing, ostracism, and stalking) were used in this study. A questionnaire survey was used, composed of 48 items with a 5-point Likert scale (1, strongly Disagree, to 5, strongly agree).

Liza Varvogli "Stress Management Techniques" Health Science Journal, vol-5, Issue-6 (2020) According to the World Health Organization, stress is a significant problem of our times and affects both physical as well as the mental health of people. Stress is defined as a situation where the organism's homeostasis is threatened or the organism perceives a situation as threatening. Stress coping methods are the cognitive, behavioural and psychological efforts to deal with stress.

Dr Jolly Sahni "Stress and Coping Mechanism during WFH (Work from Home) Among Service Industry Employees" Volume 1, Issue 1, October 2020 International Journal of Operations Management The continuing crisis of Coronavirus-19 disease (COVID-19) has changed our lives considerably; imposing the need for various modifications for organizations and individuals to cope up in this testing time.

Farah Shazlin Johar "Work-Related Stress and Coping Strategies" International Journal of Academic Research in Business and Social Sciences, vol-10 (20 June 2020) While the issue of work-related stress has gained increasing attention as an important construct in Western Literature, coping strategies

concurrently have never been comprehensively reviewed in Asian tradition. The purposes of this review are to investigate work-related stressors across occupations and coping strategies used by these various occupations in reduction the stressful environment. The reviewed articles were obtained from three main databases; Web of Science, Scopus and Medline.

Ms. Neetu Pareek "A study of stress management techniques to overcome the covid-19 pandemic" journal of economics and management, vol-8, Issue-2, (2020) Managing Stress is the biggest challenge especially if we are talking about the current scenario of Covid-19 outbreak; this is very strenuous for each any every individual to overcome by it. In this article we can get an overview about the stress and its management techniques, which can work in this pandemic situation. Stress is very common concept in today's era. Stress can differ for any person or any situation. Stress management includes different techniques like proper planning, listening body needs.

1.8 RESEARCH METHODOLOGY

Meaning of Research:

Research is "creative and systematic work undertaken to increase the stock of knowledge". It involves the collection, organization, and analysis of information to increase understanding of a topic or issue. A research project may be an expansion on past work in the field. Research project can be used to develop further knowledge on topics, or for education. To test the validity of instrument, procedures, or experiment, research may replicate elements of prior projects or the project as a whole.

Research Method:

Research method is that technique that are used for condition of research

Research Methodology:

Research may be very broadly defined as systematic gathering of data and information and its analysis for advancement of knowledge in any subject.

Research Design:

Research design is defined as the "arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance purpose with economy in procedure".

Types of research design:

- ## Descriptive research design:

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

Population:

A population is a complete set of people with a specialized of characteristics. The employees of "prashanth hospital" of the study. The total employees of the hospital are 300 and it from the present study.

Sample:

A sample refers to a manageable version of a larger group. It is a subset containing the characteristics of a larger . Samples are used in statistical testing when population sizes are too large for the test to include all possible members or observations.

Sampling:

Sampling is a process used in statistical analysis in which a predetermined number of observations are taken from a larger. The methodology used to sample from a larger population depends on the type of analysis being performed, but it may include simple random sampling or systematic sampling.

Sample size:

The researcher distributed questionnaires to 150 respondents who were taken as sample for this study and the respondents were selected by stratified random sampling.

Hypothesis:

A hypothesis is a specific statement of prediction. It describes in concrete (rather than theoretical) terms what you expect will happen in your study. Not all studies have hypotheses.

H0: There is no significant difference between two attributes.

H1: There is a significant difference between two attributes

Types of Hypothesis:

Null Hypothesis:

A null hypothesis is a type of hypothesis used in statistics that proposes that there is no difference between certain characteristics of a population (or data-generating process).

Alternate Hypothesis:

The **alternative hypothesis** is a position that states something is happening, a new theory is preferred instead of an old one. It is usually consistent with the **research hypothesis** because it is constructed from previous studies, etc. However, the research hypothesis is sometimes consistent with the null hypothesis.

Data collection:

Data collection as the procedure of collecting, measuring and analysing accurate insights for research using standard validated techniques. A researcher can evaluate their hypothesis on the basis of collected data.

Sources of data collection:

The data can be collected through two methods. They are

1. Primary data   2. Secondary data

Primary data:

Primary data is the kind of data that is collected directly from the data source without going through any existing sources

Secondary data:

Secondary data is the data that has been collected in the past by someone else but made available for others to use.

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

SPSS (Statistical Package for the Social Sciences) is a versatile and responsive program designed to undertake a range of statistical procedures. **SPSS** software is widely used in a range of disciplines and is available from all computer pools within the University of South Australia.

The following statistical tools were used in this study:

- Simple percentage
- Chi-square
- ANOVA
- Weighted average

Percentage analysis:

In case percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study the number of people who responded in a particular manner is interrupted in form of percentages

Percentage= (no of respondents/total no of respondents)*100

Chi-square Test

A **chi-squared test** is basically a data analysis on the basis of observations of a random set of variables. Usually, it's a comparison of two statistical data sets.

$$x^2 = \sum \frac{(O-E)^2}{E}$$

ANOVA: Analysis of variance (ANOVA), ONE-WAY AND TWO –WAY

Analysis of variance (ANOVA) has been carried out to compare more than two means at a time. One –way analysis of variance involves only one categorical variable or a single factor whereas in two-way analysis two factors on the dependent variable are studied the process of analysis is given hereunder:

Weighted average:

Weighted average has been used to study the borrower's perception and views expressed in terms of ranks of preferences for different attributes relating to loan services provided by commercial bank in northern region according to their degree of importance.

1.9 LIMITATIONA OF THE STUDY

- The information for the study may be confidential and therefore the industry is not disclosing the same.
- Respondent bias in answering the question might affect the result.

2.1 DATA ANALYSIS AND INTERPRETATON

Table no: 2.1 Table showing gender of the respondents

s.no	Gender	No.of respondents	Percentage of the respondents %
1	Female	90	60
2	Male	60	40
	Total	150	100

Interpretation:

From the above it is observed that 60% of the respondents are female and 40% of the respondents are male.

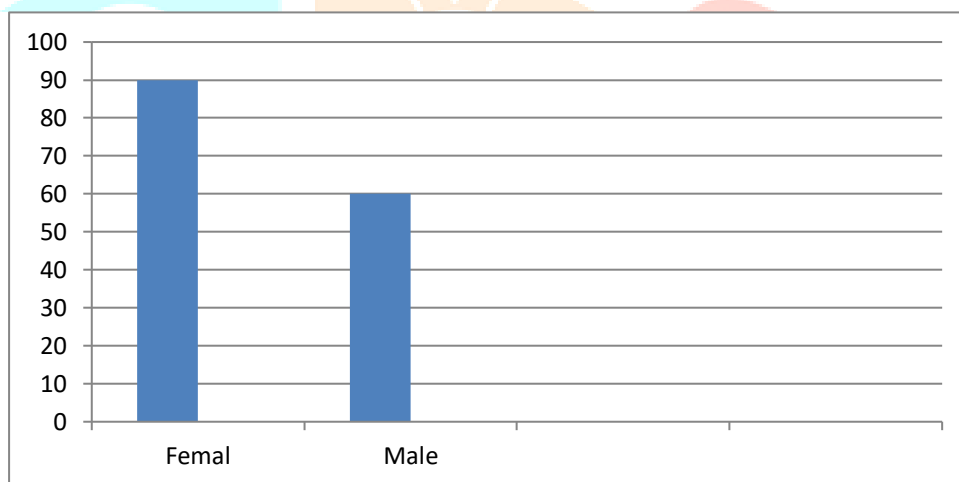Chart no: 2.1(a) Chart Showing gender of respondents

Table no: 2.3 Table showing age of the respondents

s.no	Age in years	No of respondents	Percentage of the respondents %
1	Under 25	71	48
2	25-34	76	50
3	35-44	3	2
4	Above 45	Nil	Nil
	Total	150	100

Interpretation:

From the above it is observed that 50% of the respondents are 25-34 and 48% of the respondents are under 25 and 2% of the respondents are 35-44.
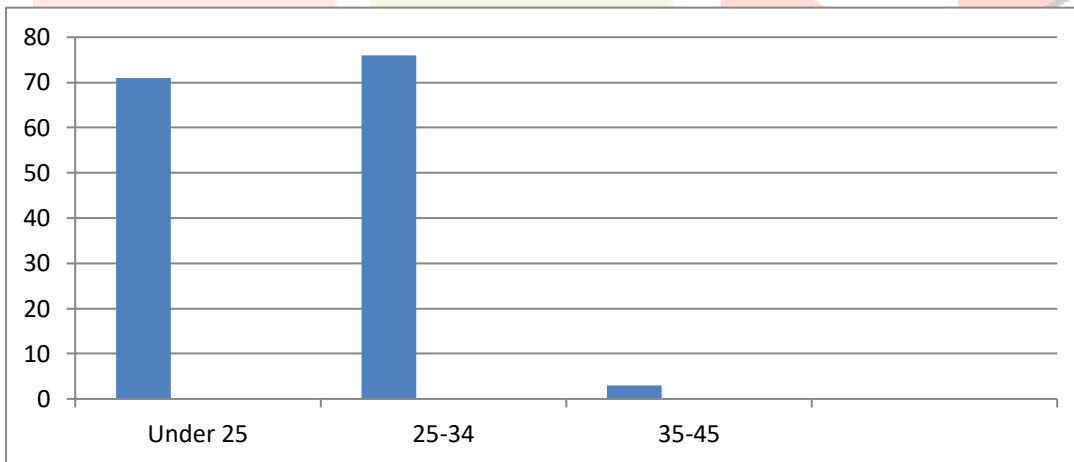
Chat no2.3 (a) Chart showing age of the respondents

Table no: 2.7 Table showing personal problem affect in job of the respondents

s.no	Personal problem affect in job	No of the respondents	Percentage of the respondents %
1	Strongly agree	20	13
2	Agree	70	47
3	Neutral	39	26
4	Disagree	19	13
5	Strongly disagree	2	1
	Total	150	100

Interpretation:

From the above it is observed that 47% of the respondents are agree and 26% of the respondents are neutral and 13% of the respondents are strongly agree and 13% of the respondents are disagree and 1% of the respondents are strongly disagree.

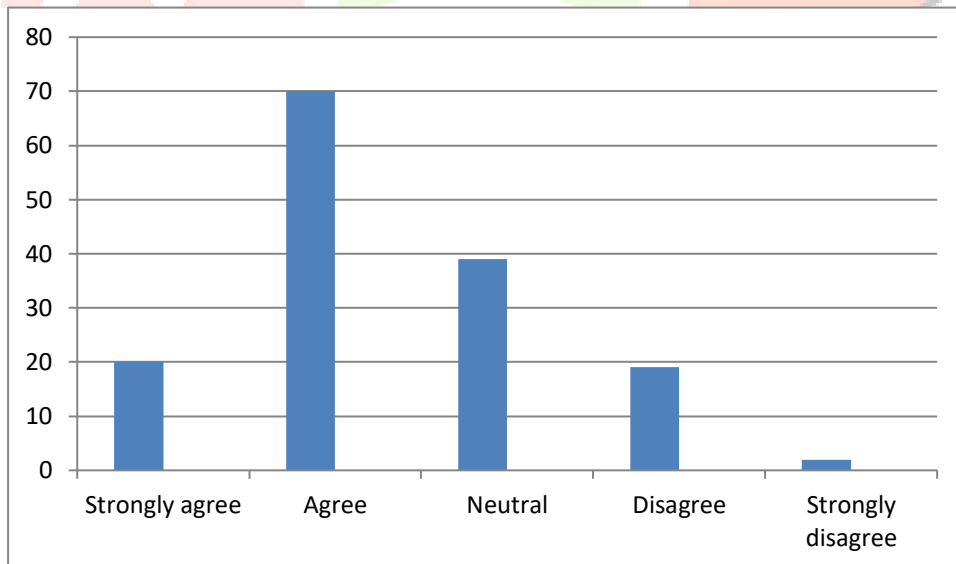Chat no2.7 (a) Chart showing personal problem affect in job of the respondents

Table no: 2.18 Table showing experience of the respondents

s.no	Experience	No of respondents	Percentages of the respondents %
1	Below 2 years	50	33
2	2-3 years	60	40
3	3-4 years	20	13
4	More than 4 years	20	13
	Total	150	100

Interpretation:

From the above it is observed that 40% of the respondents are 2-3 years and 33% of the respondents are Below 2 years and 13% of the respondents are 3-4 years and 13% of the respondents are More than 4 years

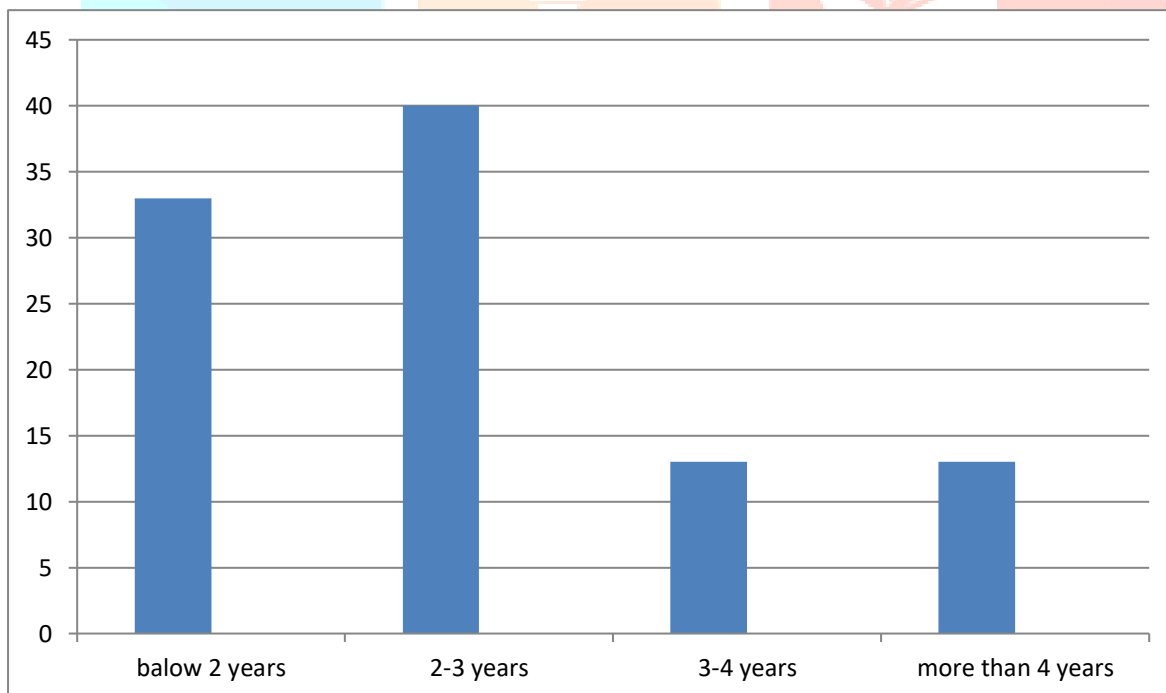Chart no2.18 (a) Chart showing experience of the respondents

Table no: 2.9 Table showing employees managing stress of the respondents

s.no	Employees managing stress	No of respondents	Percentage of the respondents %
1	Counselling	15	10
2	Yoga	37	25
3	Pranayama	2	1
4	Meditating	48	32
5	By other ways	48	32
	Total	150	100

Interpretation:

From the above it is observed that 32% of the respondents are meditating and 32% of the respondents are by other ways and 25% of the respondents are yoga and 10% of the respondents are counselling and 1% of the respondents are pranayama.

Chat no2.9 (a) Chart showing employees managing stress of the respondents
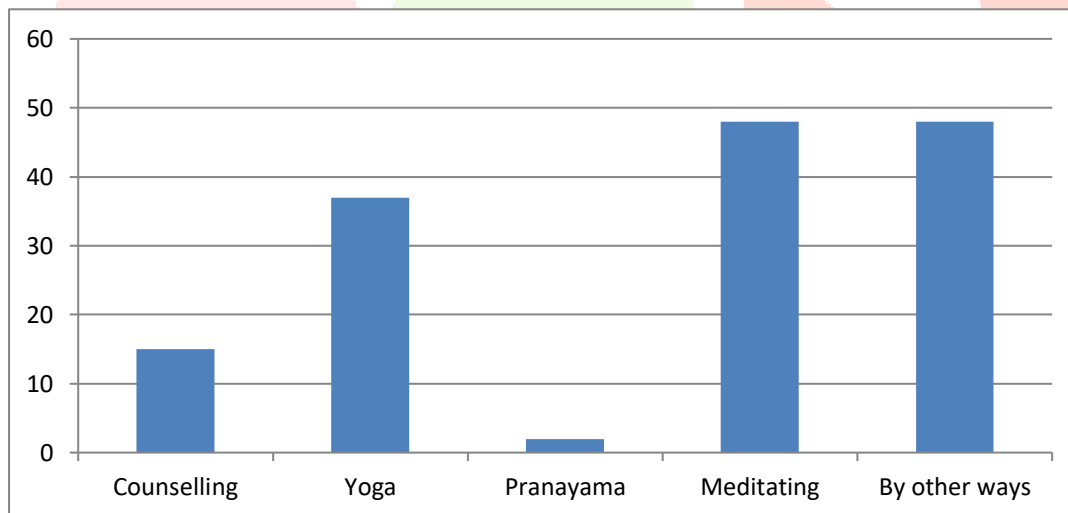
CHI-SQUARE TEST:

Null hypothesis H₀: There is no significant difference between gender of the respondents and experience of the respondents.

Alternate hypothesis H₁: There is a significant difference between gender of the respondents and experience of the respondents.

Table showing the opinion about Gender of the respondents and experience of the respondents

Gender of the respondents

	Observed N	Expected N	Residual
male	64	75.0	-11.0
female	86	75.0	11.0
Total	150		

Experience of the respondents

	Observed N	Expected N	Residual
below 2 years	53	37.5	15.5
2-3 years	59	37.5	21.5
3-4 years	20	37.5	-17.5
more than 4 years	18	37.5	-19.5
Total	150		

Test Statistics

	Gender of the respondents	Experience of the respondents
Chi-Square	3.227[a]	37.040[b]
df	1	3
Asymp. Sig.	.072	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 75.0.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 37.5.

INTERPRETATION:

Here the significance occurs and has a value 0.000 and it is less than 0.5. Hence H_0 is accepted.

Result:

There is no significant difference between gender of the respondents and experience of the respondents.

WEIGHTED AVERAGE METHOD:

Table showing respondents personal problem affect in job

S.no	Opinion	No.of respondents (f)	Weight (x)	Total score (fw)	Mean score
1	Strongly agree	23	5	115	
2	Agree	42	4	168	3.28
3	Neutral	42	3	126	
4	Disagree	40	2	80	
5	Strongly disagree	3	1	3	
	Total	150	15	492	

Mean Score = Total score / No.of respondents

= 492/150

Mean score = 3.28

Result:

From the above table, it is inferred that most of the respondents are satisfied with personal problem affect in job

ONE-WAY ANOVA:

Null Hypothesis H_0: There is no significant difference between age of the respondents how are employees managing stress

Alternative Hypothesis H_1: There is a significant difference between age of the respondents how are employees managing stress

Table showing the opinion about age of the respondents employees managing stress

ANOVA

How are employees managing stress

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.112	2	1.556	.788	.457
Within Groups	290.328	147	1.975		
Total	293.440	149			

Post Hoc Test

Homogeneous Subsets
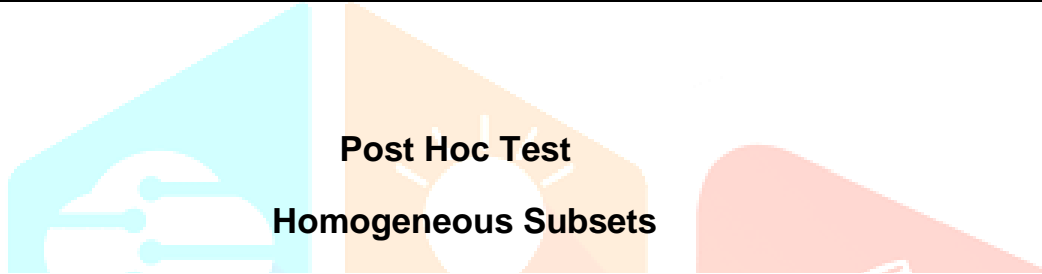
How are employees managing stress

Duncan[a,b]

		Subset for alpha = 0.05
Age of the respondents	N	1
25-34	75	3.39
under 25	72	3.54
35-44	3	4.33
Sig.		.198

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 8.320.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Means Plots
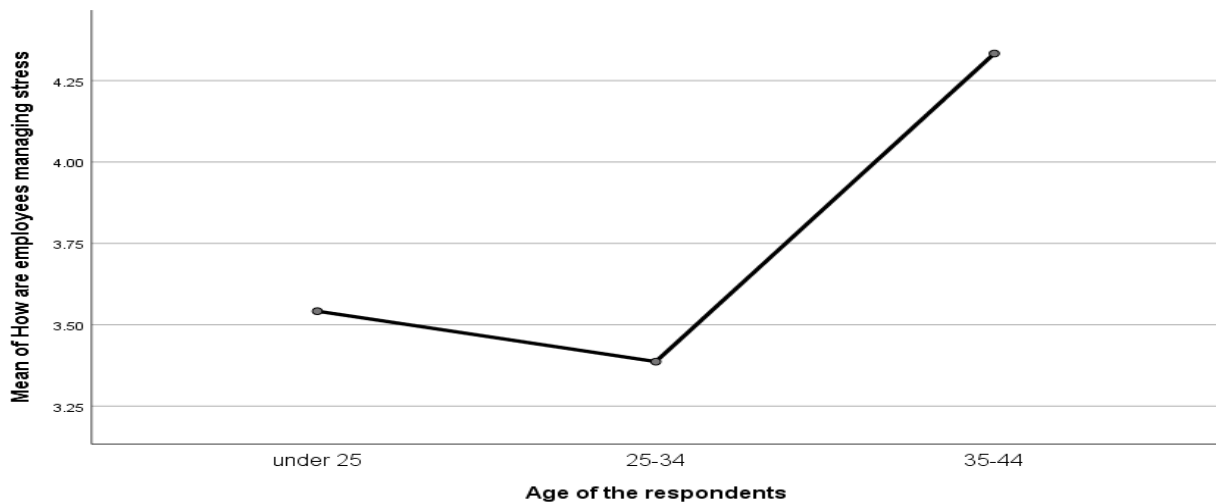
Inference:

Here the significance occurs at .000 and it is less than.05. Hence H_0 is accepted.

Result:

There is no significance difference between ages of the respondents and how are employees managing stress.

3.1 FINDINGS

- It is found that 60% of the respondents are female and 40% of the respondents are male.
- It is found that 50% of the respondents are 25-34 and 48% of the respondents are under 25 and 2% of the respondents are 35-44.
- It is found that 47% of the respondents are agree and 26% of the respondents are neutral and 13% of the respondents are strongly agree and 13% of the respondents are disagree and 1% of the respondents are strongly disagree.
- It is found that 40% of the respondents are 2-3 years and 33% of the respondents are Below 2 years and 13% of the respondents are 3-4 years and 13% of the respondents are More than 4 years.
- It is found that 32% of the respondents are meditating and 32% of the respondents are by other ways and 25% of the respondents are yoga and 10% of the respondents are counselling and 1% of the respondents are pranayama.

3.2 SUGGESTIONS

A small percentage of the employees did have high stress. Person facing stress at the organizational level of lot of psychological in the form of decreased motivation, absenteeism low productivity targets not bring achieving etc. as a reedy for the above said employees facing stress are advised to attend stress management courses which will help them to build coping strategies and cause out their stress.

3.3 CONCLUSION

The aim was to find the stress levels, personality types of the employees. This was done using a detailed questionnaire. The study revealed that fall under low stress category only a small percentage is highly stressed & needed proving in the organization to same extent. At the end of the study, we can conclude that through there are signs of stress among the employees & incorporating the suggestions given here in at individual & organization level